

# Independence **with Impact** Report 2024

INDEPENDENT  
SINCE ~ 1965



# Introduction from our CEO, Blaise Simqu (he/him)

2024 was a transformative year for Sage. The actions we took allow us to grow and expand while zealously maintaining our role as an independent publisher that develops resources that advance disciplines, cultivate critical thinking skills, and improve the world ahead of our 60th year. In this anniversary edition of our annual report, we're delighted to share some highlights from 2024 with you.

While the report focuses on our work last year, the core values that guide our business activities now are the same that have shaped our company since its founding in 1965. In our current era of misinformation, the need to develop media literacy and critical thinking and support academic freedom is greater now than ever.

Our roots in social and behavioral science and guaranteed independence drive us to create resources that foster sharper thinking skills in learners, and throughout our history we have embedded these vital skills in our publishing – from textbooks to learning platforms, from research tools to new research that can benefit society.

In pursuit of that, in 2024 we hosted a free Critical Thinking Bootcamp for educators and librarians, created a democracy and elections hub that offers free-to-access research and resources to foster critical classroom discussions, and published three books that approach critical thinking head on. And as technology expands the very definition of thinking, we published resources that help to manage the risks and opportunities of an AI-driven world.

Our independence also liberates us to provide meaningful support of the communities we serve, such as our continued advocacy for social and behavioral science funding or the expansion of our free Sage Policy Profiles tool, which, to date, has enabled more than 19,000 researchers to find out where their scholarship has impacted policy.

As an employer and a publisher, we have a responsibility to align our business practices in service of equity, sustainability, and integrity. In 2024, we remain unequivocally committed to safeguarding the academic record, becoming the first publisher to adopt Dimensions Author Check, a new tool that allows us to better ensure the academic and ethical integrity of research we publish. Addressing climate and sustainability, we have reduced our carbon emissions by 52 percent compared to 2019 and continue towards our goal of being net zero by 2040.

Sage has grown from a one-woman operation to a global team of over 2,000 employees. In 2024, we continued our efforts to promote diversity, equity, and inclusion in our workplace, including

the introduction of an editor fellowship program, which opens doors to academic publishing for professionals from diverse career backgrounds. We were also recognized by the LGBTQ+ rights group Stonewall as one of the most LGBTQ+ inclusive employers in the UK.

We finished 2024 with three acquisitions that support our mission of building bridges to knowledge: Mary Ann Liebert Inc., GOOD DOCS, and Cambridge Business Publishers. These additions significantly enhance established areas of our business in medical and life science for public good, storytelling through video, and business education. I'm looking forward to growing these new divisions of our business in 2025 and beyond.

Finally, I want to thank all those – our colleagues, authors, editors, societies, librarians, and partners – who have been part of our evolution. Your contributions have made our first 60 years of independence with impact possible. We look forward to building the next 60 years with you.



## Contents

→ Enabling impact	3
→ People and culture	11
→ Diversity, equity, and inclusion	18
→ Sustainability	28
→ Academic freedom	33
→ Research integrity	36
→ The future of teaching and research	38





#### From the archives

Sage founder Sara Miller McCune talking with psychologist Cary Cooper at a 2014 event with the Campaign for Social Science.

**For 60 years, Sage has worked diligently to ensure the best possible collection, curation, and distribution of critical thinking and evidence-based science and teaching resources – making impact both inside and outside academia to benefit the world at large.**

Whether it means creating resources that build sharper thinking and media literacy for tomorrow's future leaders, advocating directly to ensure social and behavioral science is valued, or giving individual researchers the tools they need to make a difference, Sage aims to be a good citizen as well as an excellent publisher.

**INDEPENDENT  
SINCE — 1965**

## Enabling impact

- Teaching critical thinking skills to benefit society
- Supporting researchers to make an impact
- Social science research in a historic year for elections
- Disseminating and preserving impactful research
- Convening our community
- Widening the scope of our impact
- How did our 2024 research make an impact?



# Teaching critical thinking skills to benefit society

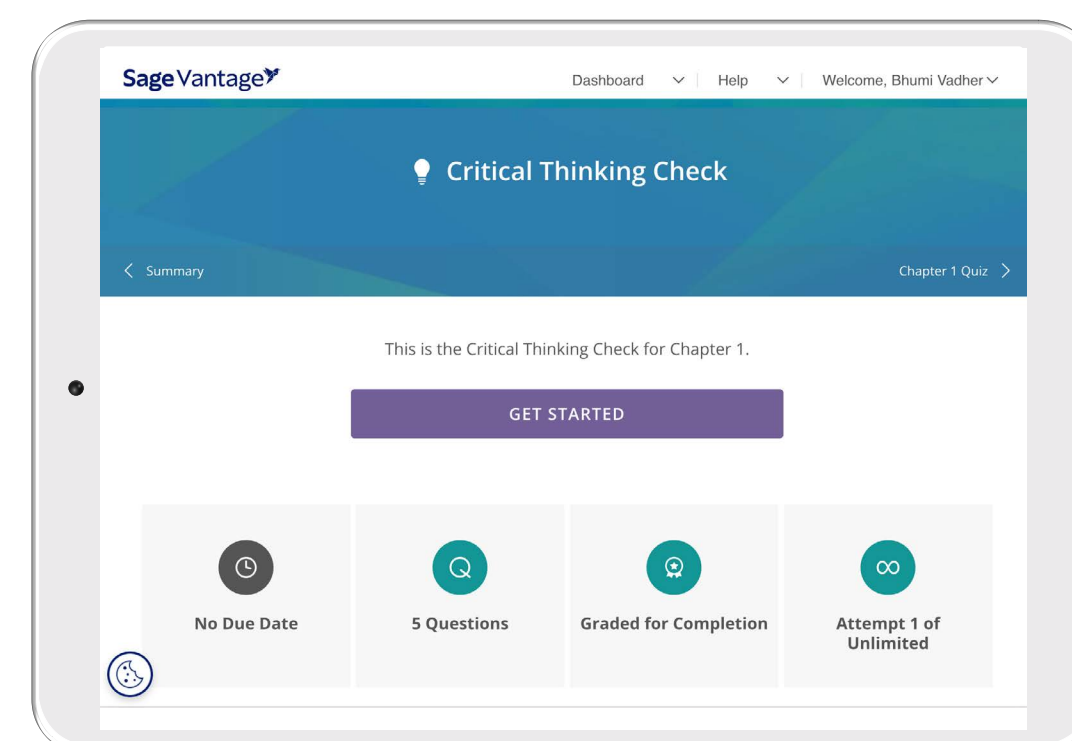
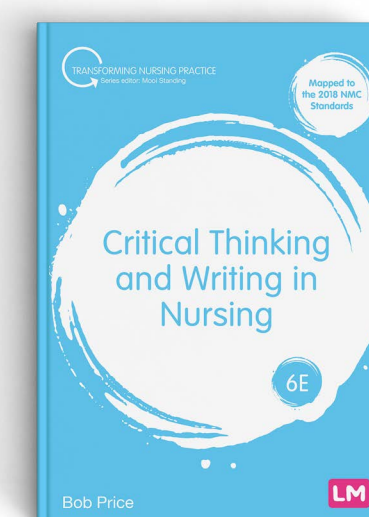
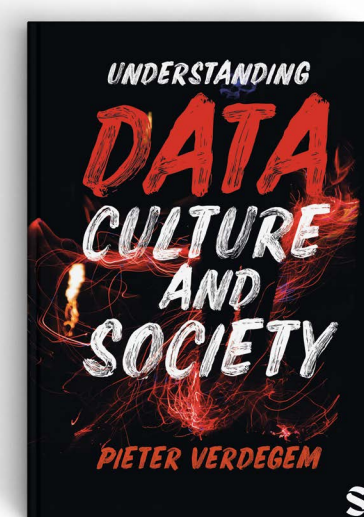
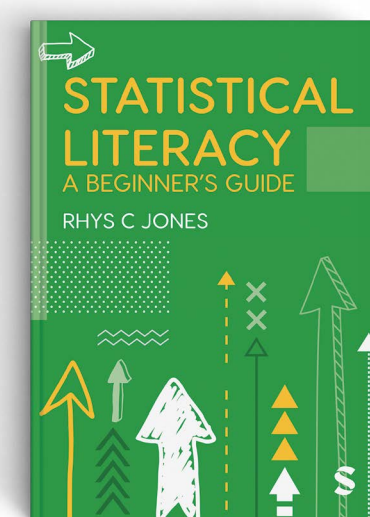
Fostering critical thinking skills is embedded into all of the textbooks and teaching resources we publish and something we approach head-on through webinars and courses, videos, podcasts, case studies, and new texts.



At its core, our mission enables experts who help counter the hyper-mediated tide of misinformation – using observation, problem solving, analysis, sound reasoning, and quality communication – to create useable knowledge. In short, they embody and encourage the profound skill of critical thinking. As a publisher at the forefront of social and behavioral science, our core impact is through amplifying this aspect of a **social science imagination** — without which we would be less able to wade through a tide of confusion, division, and polarization.

**Ziyad Marar (he/him)**,  
president of global publishing

## From our 2024 portfolio



From *Business and Society* on Sage Vantage

For the fifth year, we organized a free **Critical Thinking Bootcamp** for librarians and higher education faculty to encourage critical thinking in and outside of the classroom. Presenters explored how social media can work against democracy and the role critical thinking should play in education and citizenship. Sage compiled a comprehensive **tool kit** on resisting and combating election misinformation.

Dr. Tom Chatfield, bestselling author of **Critical Thinking**, hosted a **webinar** of practical techniques that enhance analytical skills. The session delving into the fundamentals of critical thinking drew over **1,600 registrations** from around the world.



Sage sponsored a four-part series of **The Authority File podcast** with guest speakers applying critical thinking skills in today's political and scientific climate. Nick Anstead, author of **What Do We Know and What Should We Do About Fake News** joined Dan Chibnall, STEM librarian and associate professor of librarianship at Drake University, in discussing key areas of information literacy and critical thinking instruction and the threat of AI-generated misinformation.



# Supporting researchers to make an impact

## Easing the publishing process and changing the conversation on research impact

### Driving global learning and best practices in academic publishing

Sage continued its APEX-Award-winning webinar series for early career researchers, [How to Do Research and Get Published](#). With over 11 webinars drawing registrants from 166 countries, the series covered topics such as writing and structuring an article, converting a dissertation into a manuscript, and selecting the right journal.

**11,000** webinar attendees in 2024



### Researchers discover their policy impact on Sage Policy Profiles

One year after release, [Sage Policy Profiles](#), a free-to-use, browser-based tool, has helped over 19,000 global researchers discover and track where their work is cited in policy documents. With a user-friendly dashboard that allows users to export data, visualizations, and slides, users from across disciplines have used the tool to showcase their work's impact on personal websites, before tenure and promotion committees, and within grant proposals. Powered by Overton, the world's largest collection of policy documents, Sage Policy Profiles has added nearly 7 million new policy documents since launch.

**19,000** users



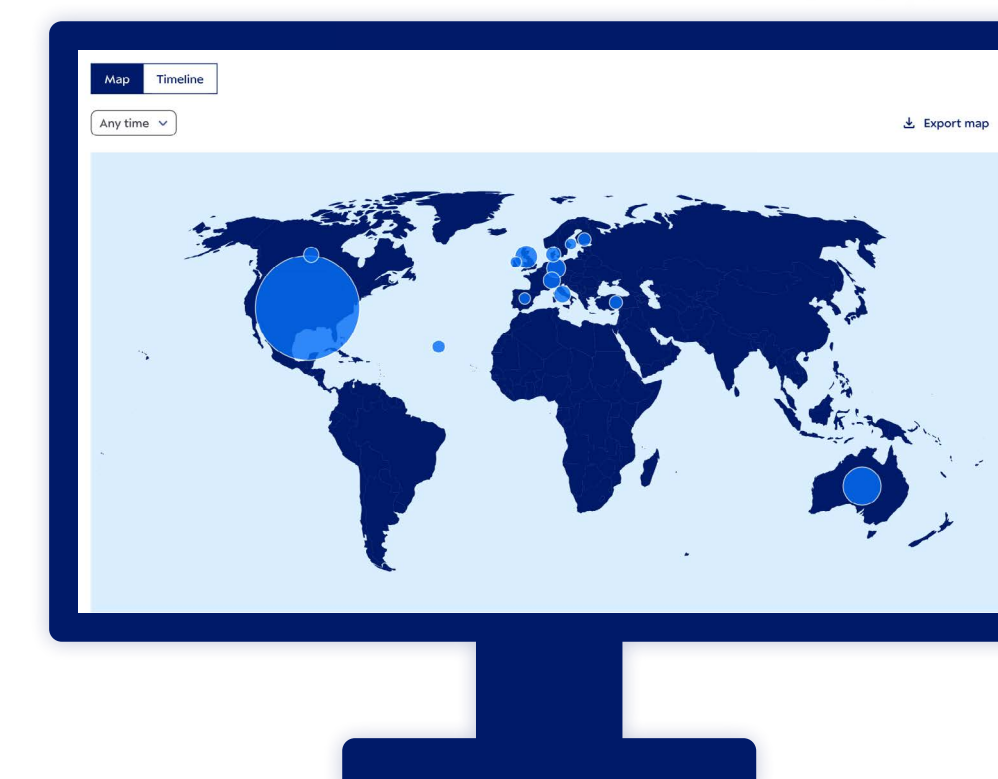
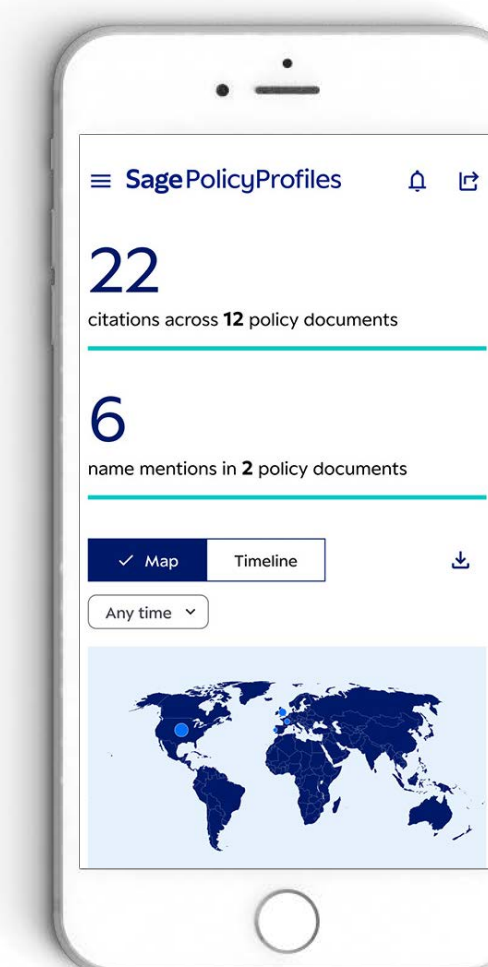
I found out so much I had absolutely no idea about — NICE guidelines, Public Health England, CDC and WHO policies that have cited my research over the years. Fascinating and really useful for the research-impact agenda.

**Sarah Baker**, professor of psychology, University of Sheffield



Sage Policy Profiles is a potential game changer in drawing academics' attention to the importance of policy impact.

**Anne-Wil Harzing**, emerita professor of international management at Middlesex University, London (Read her full white paper on the tool.)



The tool's impact was recognized with the People's Choice Award at the [2024 Society for Scholarly Publishing Annual Conference](#), underlining its significance in the academic and policymaking communities.



# Social science research in a historic year for elections

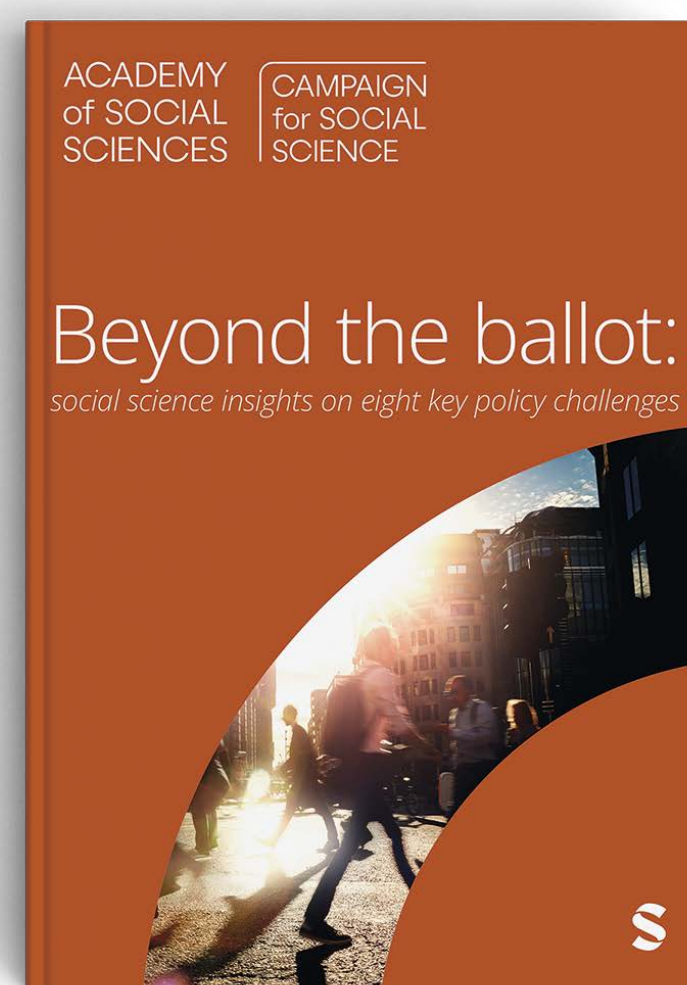
The more than 60 national elections taking place in 2024 underscored the importance of informed discourse. At Sage, we believe that developing and promoting quality social and behavioral science helps to drive critical thinking skills and evidence-based policies that lead to healthy democracies and a healthy society.

## Free resources for researching and teaching about democracy and elections

Sage curated over [60 journal articles, blogs, webinars, and other social and behavioral science-based resources](#) to support scholarly and classroom-based discussions around the 2024 elections. The hub contains a curated selection of freely available resources, allowing students, librarians, faculty, researchers, and policymakers to access evidence-based research.

## “Beyond the Ballot: Social Science Insights on Eight Key Policy Challenges”

A [report](#) from the Academy of Social Sciences and Sage draws from the expertise of more than 100 leading social scientists on policy-applicable insights from research. It targets eight themes — such as health, migration, and technology — relevant to the UK government’s missions and policies.



## Global reflections on the 2024 elections

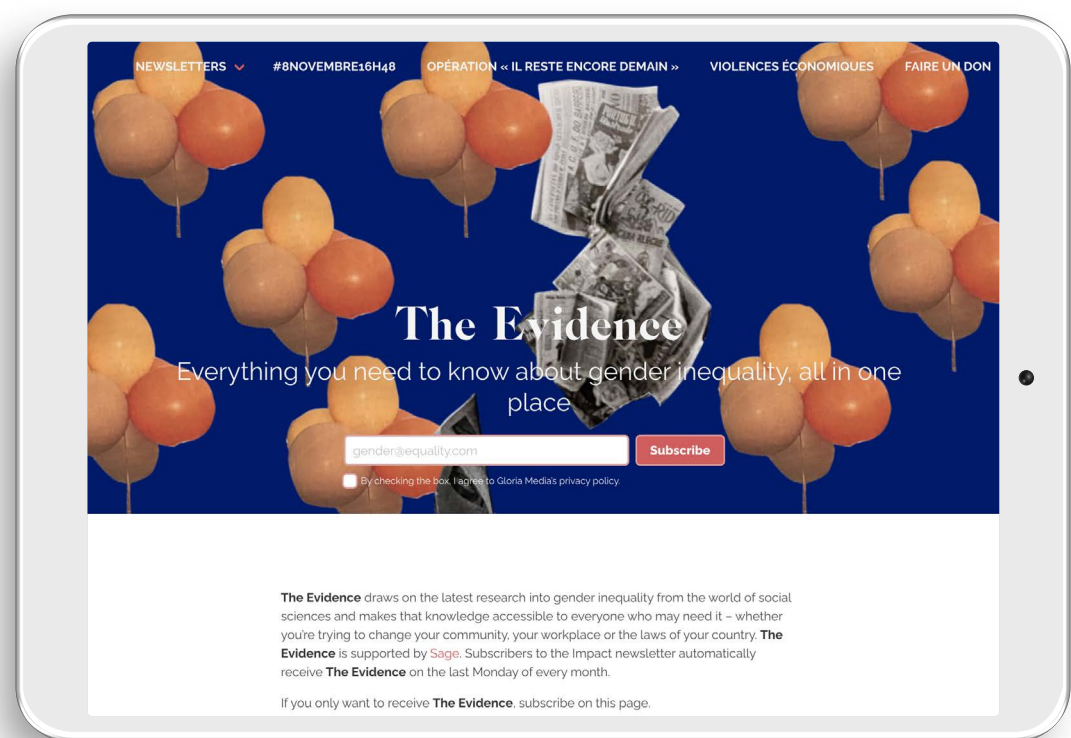
Hannah White, director and CEO of the Institute for Government, delivered the 2024 Campaign for Social Science Sage Annual Lecture. She discussed how the year’s election results will change the global political landscape, and offered a focus on the challenges the newly elected Labour government will face both in the UK and internationally.

At the latest in our Social Science Perspectives event series, delivered in partnership with The Conversation, a panel of experts examined how the US presidential election is just as important to the rest of the world as it is to the US. Panelists dove into topics such as why the Midwest vote matters and whether candidates for vice president influence turnout.





# Disseminating and preserving impactful research



## Empowering gender equality through social science

Sage sponsors *The Evidence*, a new monthly newsletter from Gloria Media dedicated to gender equality. The feminist newsletter gathers current social science research on gender and makes it accessible to anyone who may need it, whether they're trying to make change in their community, their workplace, or their country.



“

**This initiative amplifies the voices of researchers and scholars to ensure they have the impact they deserve. We've been debating how to improve the path from the academic ivory tower to the public sphere for years. Now is the time to move from debate to action.**

**Ziyad Marar (he/him),**  
president of global publishing



## Cultural heritage preservation in Ukraine

AM, a Sage company, sponsored the AM Archival School for Ukraine. Developed by Andrew Chernevych, head archivist for Canada's Galt Museum and Archives, the weeklong summer school welcomed 10 young professionals from Ukraine, including those from regions most impacted by conflict, to collaborate and expand their archival skills with the support of professionals from a variety of institutions.



“

**The AM Archival School for Ukraine brings together everything that we value as an organisation and speaks deeply to our mission and values. We've witnessed the devastating impact the conflict in Ukraine has had on the cultural heritage of the country. Through close collaboration with Andrew, the Galt Museum & Archives, and the Blinken OSA, we hope to be able to do our part to provide tools to the archivists working so hard to preserve the heritage of Ukraine.**

**Martha Fogg (she/her),**  
managing director, AM



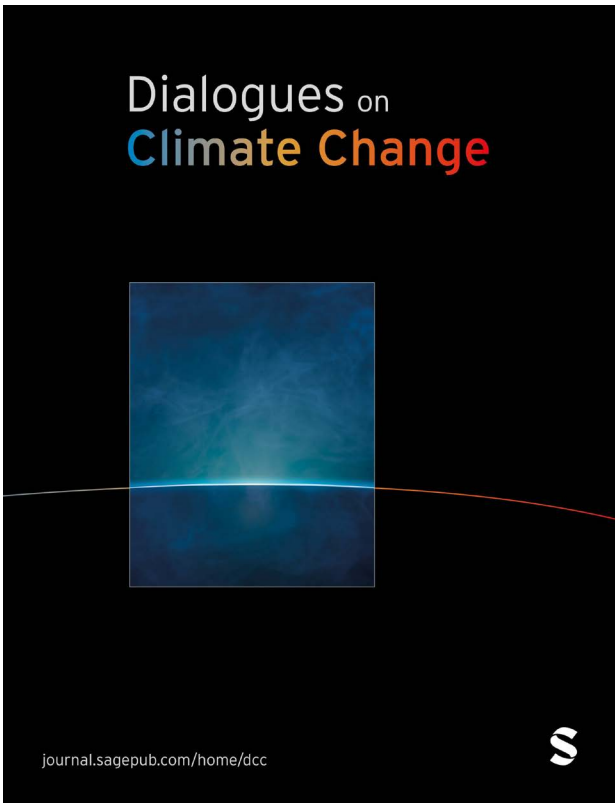




# Widening the scope of our impact

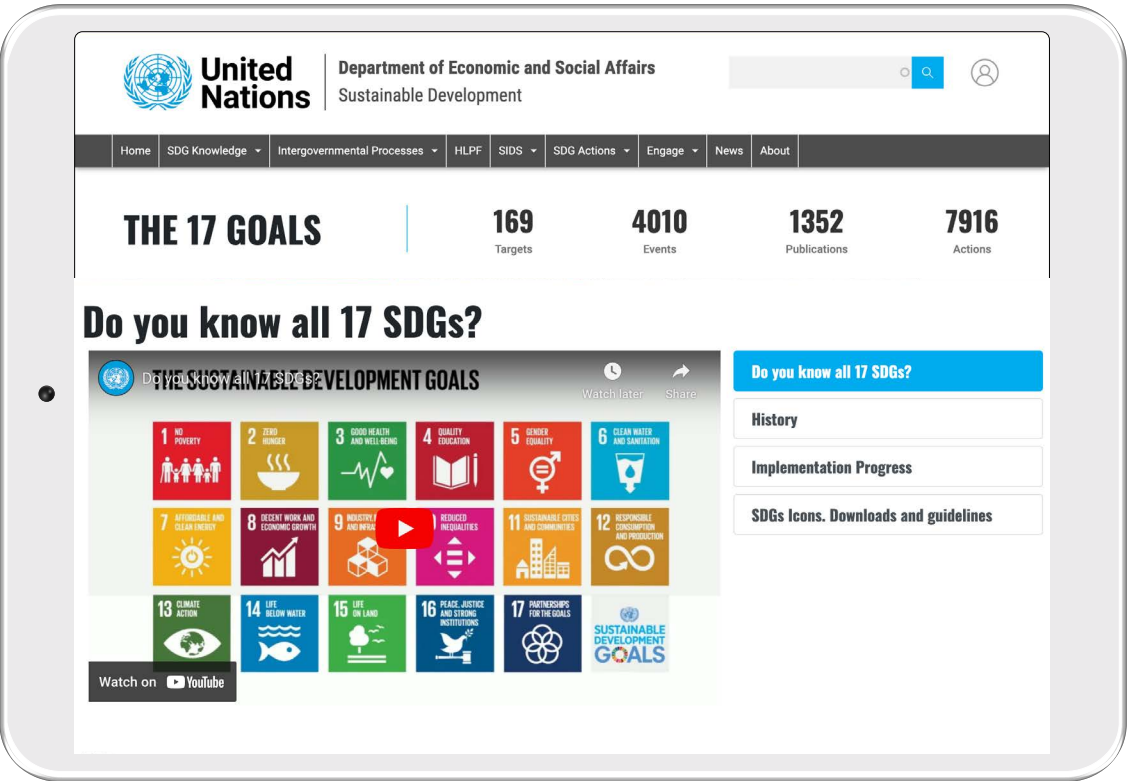
## Developing interdisciplinary research to confront the climate crisis

We launched a new, interdisciplinary, open-access journal *Dialogues on Climate Change*, to focus desperately needed attention on the climate crisis. The journal facilitates debates among scholars from SBS, the natural sciences, and humanities. The latest addition to our unique peer-reviewed “Dialogues” format, the journal encourages different viewpoints and bridges gaps in understanding between researchers.



## Opening SBS to support the UN Sustainable Development Goals

Our strong portfolio of SBS journals allows us to play a unique role in supporting the **UN Sustainable Development Goals**. In 2024, we put out three new research collections that support **global education reform**, advocate for **gender equality**, and promote **peaceful and inclusive societies**.



## Helping students bring sustainability and business together

**Hubro’s Sustainable Business Simulation** (a Sage resource) challenges students to think about profit, planet, and people simultaneously. Business and management students are asked to consider the many stakeholders, business activities, and products to make strategic decisions that balance financial and environmental sustainability.



## Honoring obscure but beneficial research

Sage was a sponsor of the annual **Golden Goose Award**, which honors researchers who used US government funding in research that might seem obscure or even wasteful but eventually paid major benefits to society. Winners in 2024 included three cognitive scientists, among them soon-to-be Nobel laureate Geoffrey Hinton, whose work on the brain laid the foundations for AI.



# How did our 2024 research make an impact?

We published **74,403** articles in 2024 that were downloaded **31,770,918** times and led to **28,270** citations. These articles were referenced in:



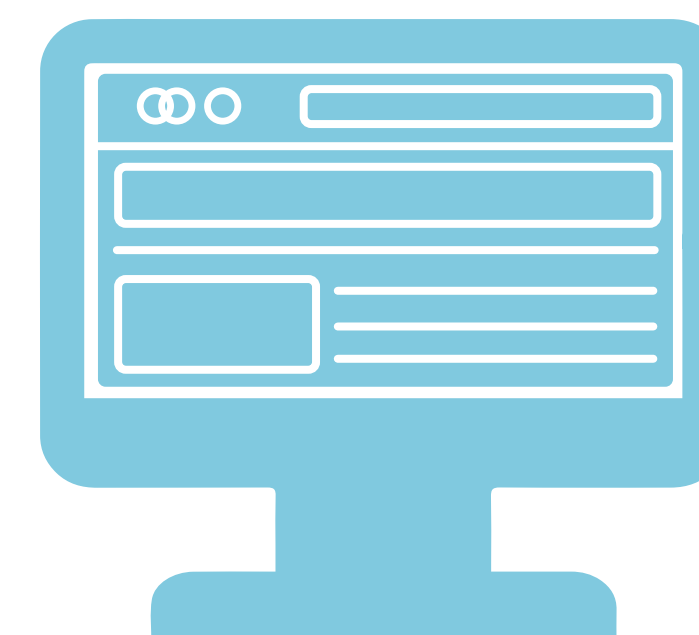
**1,006**  
policy  
documents



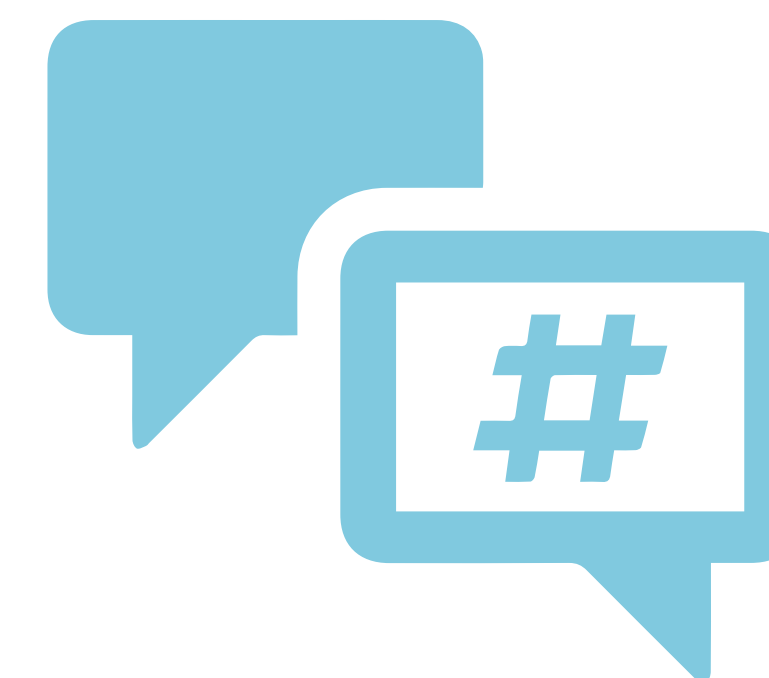
**13,024**  
news stories



**5,390**  
blog posts



**592**  
Wikipedia  
articles



**228,162**  
Shares on  
social media





#### From the archives

Sage colleagues gather at the 2014 Sage Summer Party at London's Victoria and Albert Museum

## Our people make our impact possible.

Sixty years ago, Sage was founded by a 24-year-old woman operating from her one-bedroom apartment in New York City. The company would relocate to Southern California two years later with a workforce of four people (including the founder and her husband) before opening additional offices in London in 1971, New Delhi in 1981, Singapore in 2006, and Washington, D.C. in 2008. Today, with these offices, additional sales offices, and hundreds of remote workers, our **2,000+** employees serve on every populated continent.

**INDEPENDENT  
SINCE — 1965**

## People and culture

- Living our values
- Sage's People of Publishing
- Global giving
- Giving and volunteering: US and UK
- **Case study:** Sage wins Scripps National Spelling Bee Regional Partner of the Year Award
- Connecting with colleagues: India and Asia Pacific



# Living our values

At Sage, our values shape who we are and guide our decisions, policies, and actions.

We believe in taking responsibility, valuing people, and seeking progress — principles that shape how we work. Hear what our people have to say about life at Sage.

“



Over the past 15 years at Sage, I've experienced an inspiring journey filled with impact, growth, and innovation. Our collaborative environment fosters creativity, and our dedication to employee wellbeing ensures a balanced and fulfilling work life. At Sage, I am valued; my contributions make a real difference. It's a place where passion aligns with purpose, promoting both personal and professional success. From the back office, we can proudly say that we build bridges to solutions that transform the world.

**Craig Moniz**, financial systems analyst

“



I'm passionate about the work we do because it makes a real impact. Whether it's through the products we offer or the services we provide, knowing that my efforts contribute to something meaningful is incredibly motivating. I'm grateful for the positive relationships I've built with my colleagues over the years. We not only collaborate professionally but have also built friendships where we have shared personal milestones and experiences.

**Bhairvi Vyas**, senior designer

“



Since joining Sage in 2024, my colleagues have been incredibly supportive, pushing me to work to my full potential. I've felt empowered to take responsibility early and contribute meaningfully to important projects; organising in-person events to promote the real-world impact of the social sciences has been particularly rewarding. My work enables me to advocate for positive social change, champion new research, and develop my professional skills.

**Joe Sweeney**, corporate communications assistant



# Sage's People of Publishing

Publishers Association honors innovative leaders at Sage shaping the future of publishing and advancing inclusion, integrity, and impact.

The Publishers Association's People of Publishing campaign highlights the brilliant minds shaping the future of the publishing industry.

Sage employee Sabby Kaur Jivanji was honored in 2023, the campaign's inaugural year. Sabby led a transformative revamp of [Sage Research Methods](#), earning the Best Publisher User Experience (UX) Award 2023, and advocates for gender equity through the Women in Technology ERG.

In 2024, Sage colleague [Dr. Adya Misra](#) was recognized for her work upholding research integrity, helping to ensure Sage's journals meet the highest ethical standards. Her contributions to open science and peer review practices foster transparency and fairness in scholarly publishing.



Dan Conway, CEO of the Publishers Association; Sage's Adya Misra; and Perminder Mann, CEO of Bonnier Books.  
Photograph by Alistair Veryard.



## Global giving

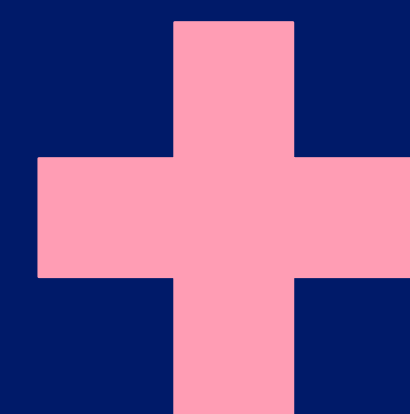
Across the globe, Sage partners with local and international charities to support disaster response and relief.



**Humanitarian relief for the Middle East:** Sage contributed **£10,000 (\$12,397 USD)** to support the Disasters Emergency Committee's Middle East Humanitarian Appeal, providing aid to Gaza, Lebanon, and surrounding regions impacted by the ongoing conflict.



**Ventura County, California, Mountain Fire (2024):** Sage donated **\$10,000** to the Ventura County Community Foundation Wildfire Relief and Recovery Fund, which provided resources to affected residents and local nonprofits leading relief efforts in the region where Sage's headquarters sits.



**Hurricane Helene:** In response to Hurricane Helene's devastating impact across the southeastern United States, Sage donated **\$10,000** to the American Red Cross.



**Wayanad disaster relief:** Sage India donated INR **6.72 lakhs (\$8,000 USD)** to the Kerala Chief Minister's Distress Relief Fund to provide immediate aid and resources to those affected by the landslides in Kerala's Wayanad district.

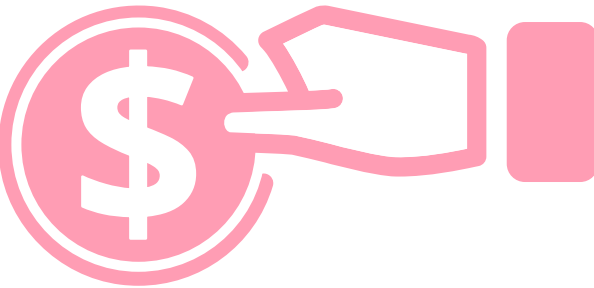


# Giving and volunteering

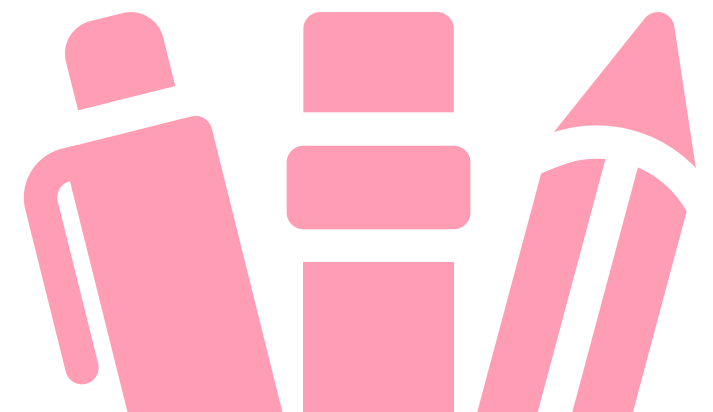
## US



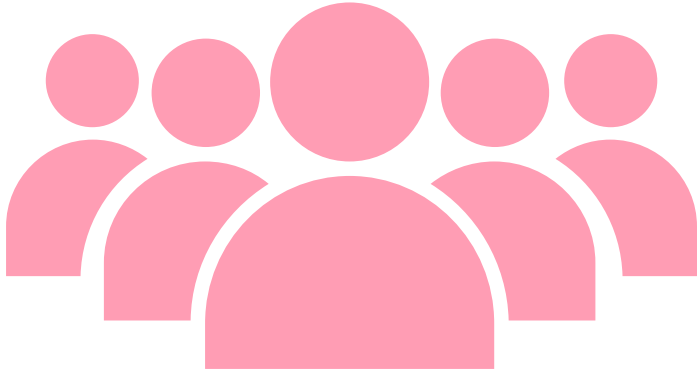
dedicated to  
nonprofits by our  
US employees



\$6,000  
grant and program  
funds provided by Sage



\$208,762  
donated to education  
and academic  
initiatives including  
scholarships



We contributed \$4,597  
through our Charity  
Match program

\$61,889  
paid through our Education  
Reimbursement Program

## UK



Through our UK office's  
Global Giving program,  
we donated £44,399  
to 22 organizations  
nominated by  
employees.



£58,138 donated  
through payroll giving  
with Sage matching  
donations, bringing the  
total to £115,617



Through our Local  
Giving Scheme, we  
donated £6,040 to  
10 organizations  
nominated by our  
employees.



Our UK Books for  
Schools program  
donated £9,000 to 18  
schools and educational  
organizations to  
purchase books for  
their libraries.



Our UK employees  
volunteered 977  
hours with The Big  
Alliance, supporting  
the Islington  
community.

Through our Tuition Scheme  
Program, we invested £10,576  
in supporting Sage employees'  
growth, including £1,722 dedicated  
to non-vocational learning courses.



## Case study

### Sage wins Scripps National Spelling Bee Regional Partner of the Year Award

Sage's Corwin division sponsors the Ventura County Regional Spelling Bee as part of our commitment to K-12 education. In 2024, we were honored to be named the Scripps Regional Partner of the Year — a recognition of our dedication to fostering a love of learning and literacy in the Ventura County, California, home to our headquarters. Ana Rubio, manager of corporate events and community relations at Sage, and Julie Lopez, a coordinator for the Sage Ventura County Spelling Bee, accepted the award and continue to work tirelessly to ensure the Bee's success each year.

The Scripps National Spelling Bee is more than just a recite-the-letters competition; it encourages students to expand their vocabulary, sharpen critical thinking skills, and build confidence. Since becoming a regional partner in 2017, Sage has worked with the Bee team to make it an inclusive, inspiring event celebrating perseverance and academic excellence.

**The Scripps National Spelling Bee is more than just a recite-the-letters competition; it encourages students to expand their vocabulary, sharpen critical thinking skills, and build confidence.**



Right:  
Photograph by Craig Hudson/Scripps  
National Spelling Bee.



# Connecting with colleagues

## India

### Sage Activity Days in Dehradun and Delhi

With a largely remote workforce in India, creating opportunities to foster connection and engagement is incredibly important. Our Sage India offices hosted Activity Days in Dehradun and Delhi, bringing hybrid employees together for meaningful in-person interactions.

## Asia Pacific

### Mental wellness meets the great outdoors in APAC

For Mental Health Awareness Month, our Asia Pacific colleagues embraced the healing power of nature with a group hike. The activity brought colleagues closer together while reminding them how connecting with Mother Nature improves mental wellbeing.







#### From the archives

Sage founder Sara Miller McCune in Delhi in 2009 to announce the creation of the Tejeshwar Singh Memorial Fellowship in the Social Sciences

## Sage's founder, Sara Miller McCune, has dedicated her life and her company to social justice and societal impact.

Sage was one of the first academic publishers to launch titles in ethnic studies, women's studies, policing, correction reform, and family studies. A prime example was the launch in 1970 of the *Journal of Black Studies*, occasioned when two scholars — Molefi Kete Asante and Robert Singleton — approached Sara with the idea for the journal. Sage's actions then resonate today through our commitment to equitable and inclusive workforce representation and our dedication to creating resources that foster critical thinking and embrace diverse perspectives.

**INDEPENDENT  
SINCE — 1965**

## Diversity, equity, and inclusion

- How we cultivate a diverse workforce and support diversity in publishing
- **Case study:** Editor Fellowship Program
- Gender and ethnicity goals
- Our workplace
- Employee resource groups
- Advancing social justice through strategic alliances
- Championing equity
- Highlights from our 2024 publishing portfolio
- **Case study:** The lasting impact of Stuart Hall's *Representation*



## Our workforce

# How we cultivate a diverse workforce and support diversity in publishing

### Diversity Fest 2024

At Sage, we recognize diversity as an incredible strength and aim to foster an inclusive culture. In 2024, we held a Diversity Fest, which brought colleagues together across the globe to celebrate cultures, amplify underrepresented voices, and give back to our communities. From inspiring panels and spoken-word performances to acts of service and culinary connections, we deepened our commitment to creating an inclusive environment where everyone feels valued.

### Internship Program UK

We hosted five new interns through the Sage UK Publishing Internship Program. Designed to support talent from historically underrepresented groups, the 12-month program offers immersive training, hands-on industry experience, and a path toward careers in publishing.

### The Amos Bursary partnership

Sage partners with The Amos Bursary, a UK organization dedicated to empowering Black British youth. Through involvement in events like career carousels and corporate workshops, we provide guidance and share insights into publishing careers. This partnership underscores our commitment to lasting impact by empowering the next generation of leaders and fostering a more inclusive industry.





## Case study

# Editor Fellowship Program

At Sage, we recognize that exceptional talent comes from a wide range of experiences and career paths. To address the lack of diversity in senior-level editorial roles, we launched the UK-based Editor Fellowship Program to open doors for professionals with diverse career backgrounds and help them thrive in academic publishing.

### The program

This 18-month program provides fellows with hands-on experience across Sage's editorial teams, preparing the fellows for editor-level positions within Sage or at other academic publishers. Fellows rotate through three five-month placements, gaining expertise in editorial and broader publishing functions, such as sales, marketing, and finance. After receiving this holistic view of the industry and gaining connections to academic communities, fellows are equipped to lead and innovate in publishing.

### Meet our fellows

“



**The opportunity to join this editor fellowship has been most valuable at this stage of my career. I started just before entering my second year living in the UK. Coming from a research background, I find that I am able to contribute to editorial work in a unique way, while learning about developments in the field of publishing.**

**Arnold Fang** is a politics and international relations PhD and former university lecturer with experience in academia and international NGOs.

“



**My experience has been wonderful. I feel incredibly well supported, which highlights the thoughtful design of the fellowship. Currently, I'm working on an engaging project all about research methods while exploring the various aspects of being a commissioning editor. It's been a joy to learn from such a talented team. I look forward to my upcoming placements in the program and the opportunities that lie ahead.**

**Hany Sheikh Mohamed**, a secondary school teacher turned publishing rights executive, combines global experience negotiating rights for renowned authors with a deep appreciation for books and languages.

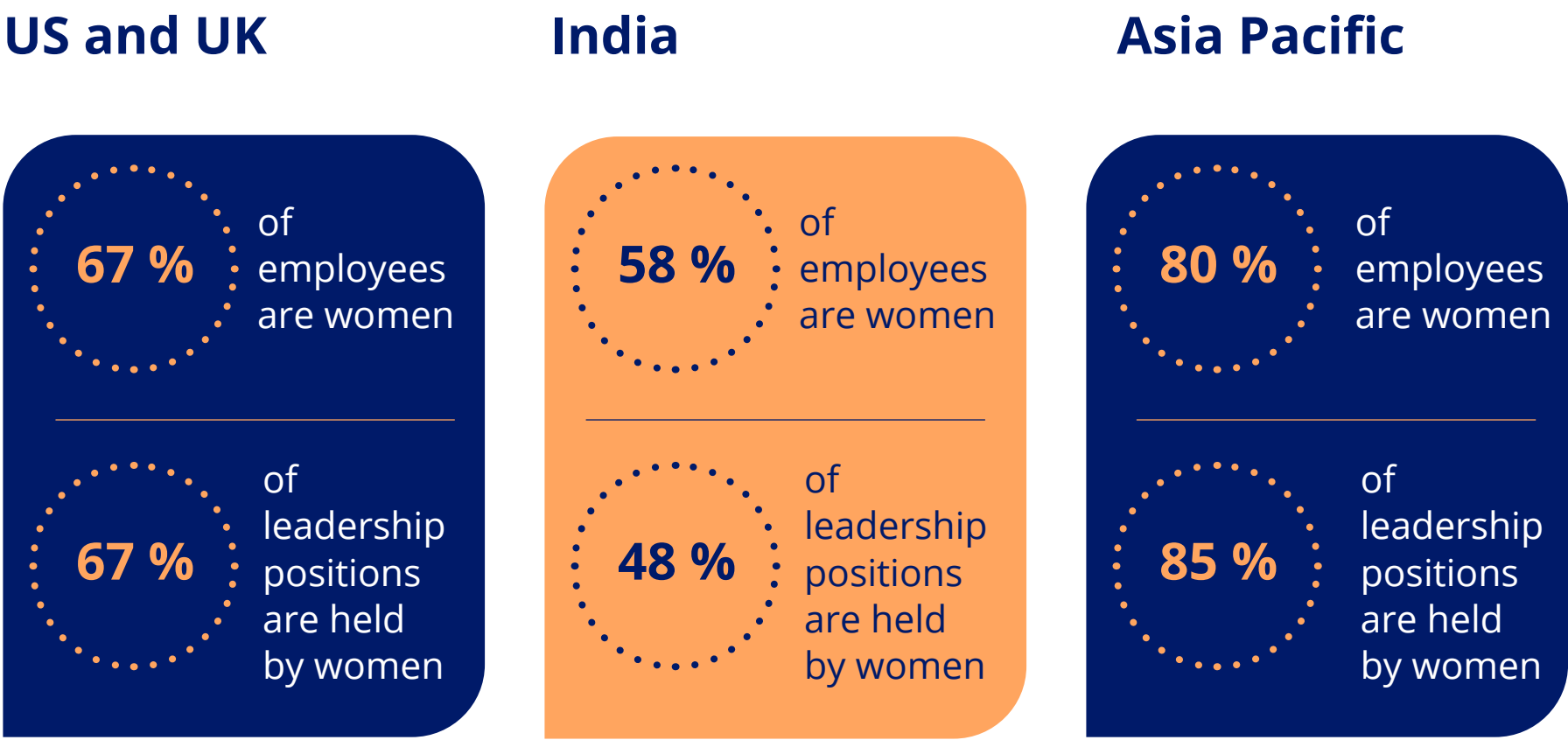


# Gender and ethnicity goals

Sage aspires to be recognized for its diverse talent and inclusive culture, where every staff member contributes to our mission of “building bridges to knowledge.”

In 2024, shaped by valuable insights from our employees, we launched an updated diversity, equity, and inclusion (DEI) strategy. This renewed approach reflects our shared commitment to embedding DEI into our company’s DNA while fostering greater accountability in our efforts.

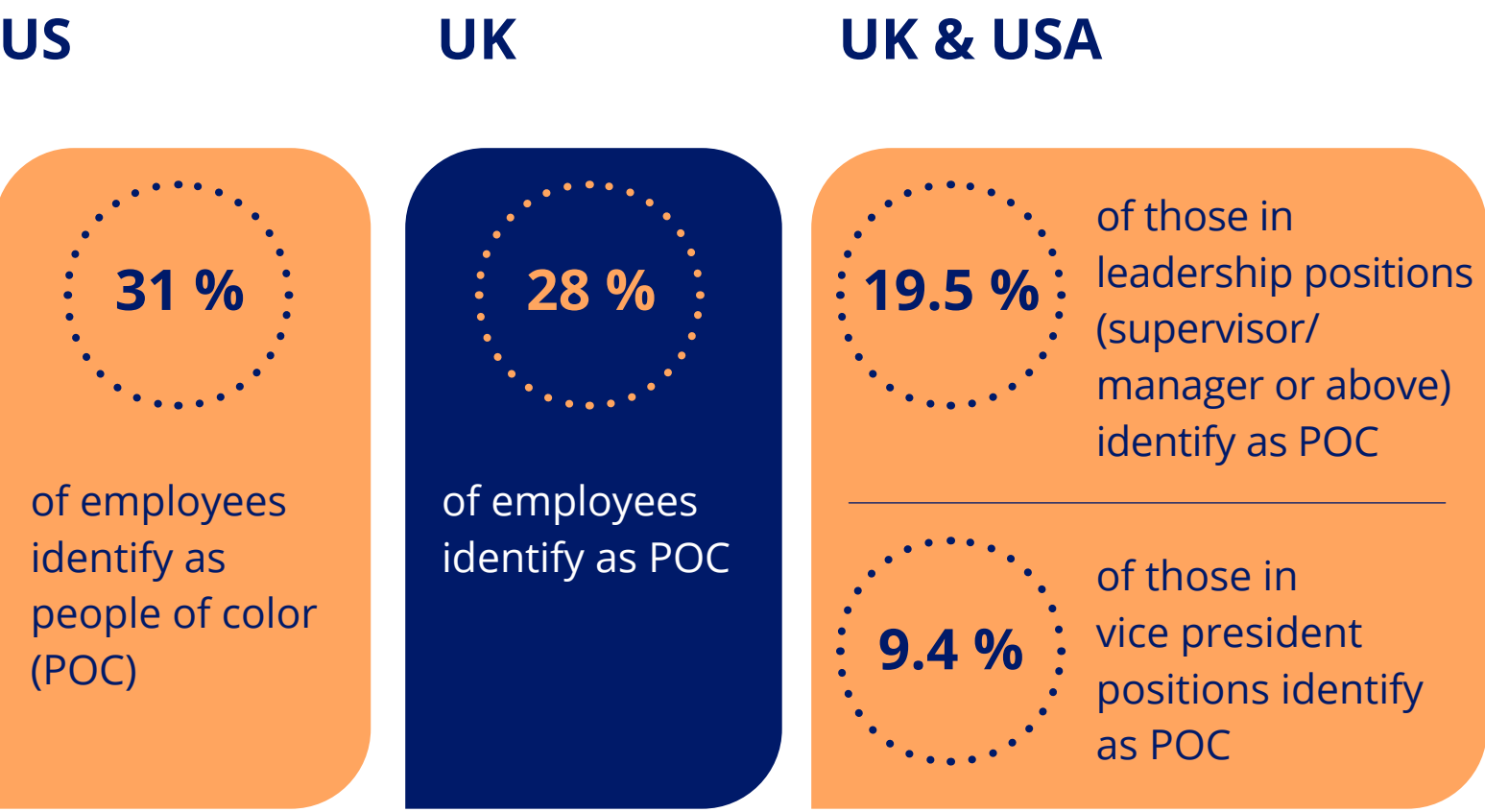
## Looking at gender at Sage



45 % of our board of directors members are women

55.6 % of vice president positions are held by women

## Looking at ethnicity at Sage



36 % of our board of directors members identify as POC



At Sage, our commitment to diversity, equity, and inclusion is more than a value—it’s a vital part of our work in building bridges to knowledge. This year, we deepened that commitment by evolving our DEI vision and introducing new accountability tools to track our progress. These steps are part of a bigger piece of work to ensure that every employee has the opportunity to excel, innovate, and contribute to a culture that celebrates diverse perspectives and drives meaningful impact.”

Kiren Shoman (she/her), executive vice president, editorial and global executive lead, DEI



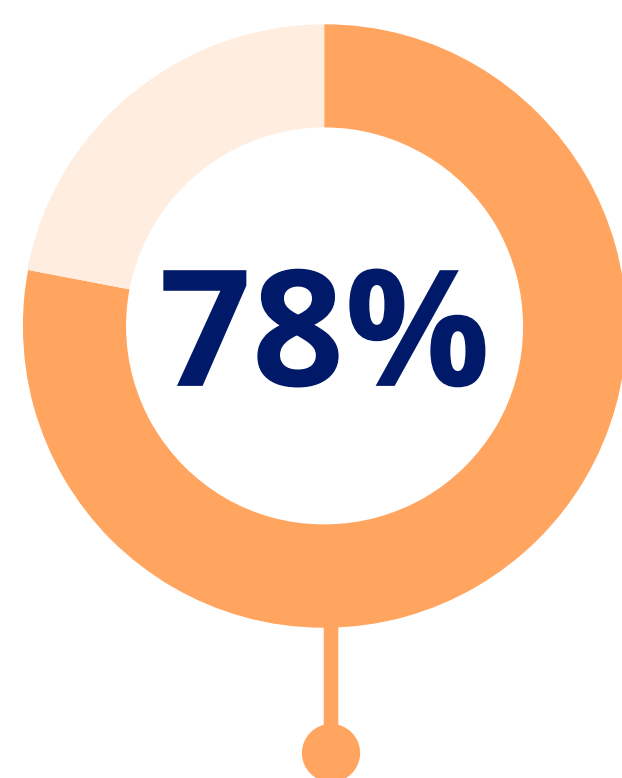


## Our workplace

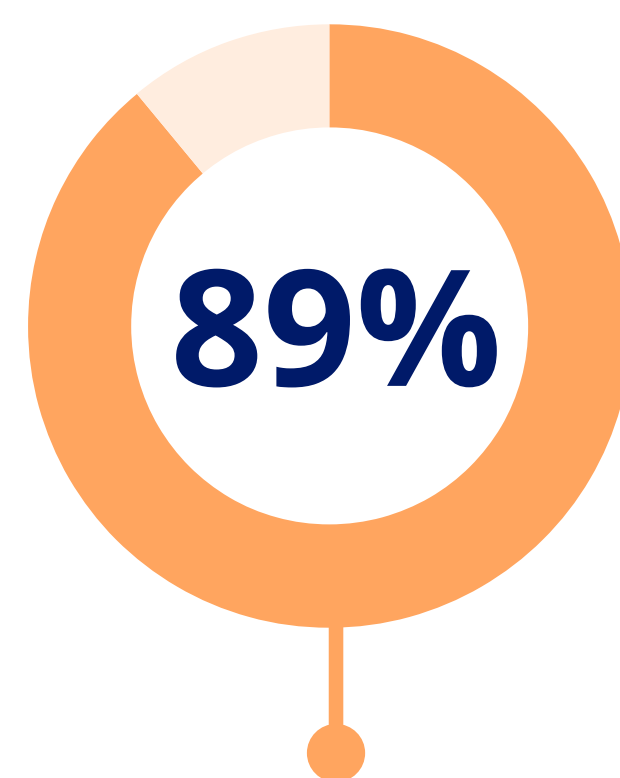
At Sage, we are committed to cultivating an environment where everyone feels they belong, can thrive, and contribute to our shared success.

Over the past two years, we've recommitted to listening to our teams to foster equity and inclusion at every level of the organization. In 2024, we launched a DEI Pulse Survey to create more frequent opportunities for employees to share feedback through regular touchpoints.

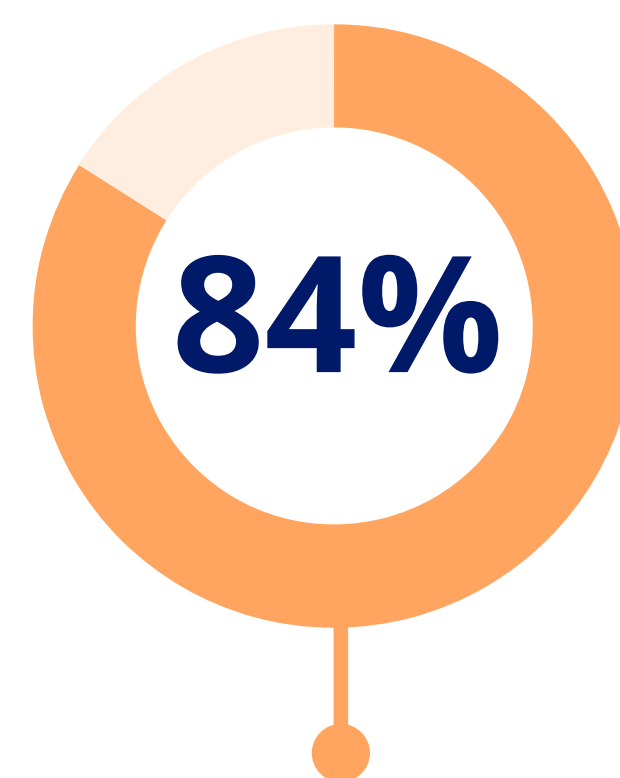
**Here's what our colleagues from around the world had to say about our progress:**



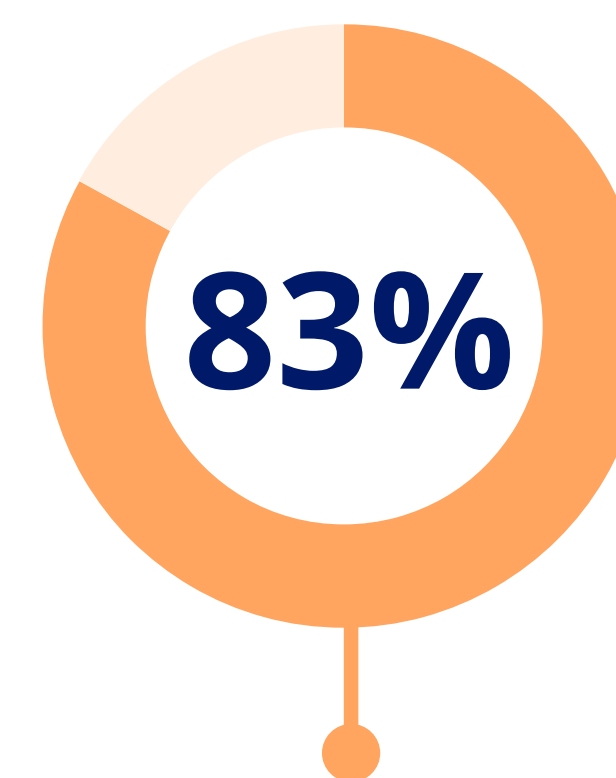
of employees feel a strong sense of belonging at Sage



of employees feel accepted by their immediate coworkers



of employees report having the flexibility to balance their professional and personal lives



of employees feel their manager encourages contributions from individuals with diverse ideas and perspectives

## Supporting and empowering LGBTQ+ colleagues

Sage was recognized by the UK LGBTQ+ rights group Stonewall as one of the UK's most LGBTQ+ inclusive employers in the charity's annual **Workplace Equality Index**. We placed 23rd out of 246 companies entered, receiving a Gold Award for 2024.





# Our workforce

## Employee resource groups

Employee resource groups, or ERGs, are the heart of Sage’s inclusive culture, fostering community and sparking meaningful change. They empower employees through awareness, leadership development, and a celebration of identity and intersectionality. These employee-led groups are vital in fostering community, advising on company policies, driving service initiatives, and enhancing workplace belonging.

Meet the employee-led groups that shape our culture

**Global**

- Muslim Society
- Women in Tech

**India**

- Mental Health

**UK**

- Global Majority Group
- LGBTIAQ+
- Disability, Accessibility, and Wellness

- Menopause Support Network
- Parents, Prospective Parents, and Carers
- Gender Equity

**US**

- People of Color and Allies
- LGBTQIA+ Action
- Accessibility and Wellness

- Gender Equity
- Mothers
- Jewish

Over the past year, our ERG leads and allies facilitated more than 50 open discussions, activities, and events across our regional offices. Their contributions, including advocacy on accessibility, disability, menopause, and maternity, have driven employee engagement and fostered positive changes, making Sage a more inclusive workplace.

### International Women’s Day

Our ERGs and allies hosted several events to celebrate International Women’s Day, including a talk on female leadership, a workshop on the feminist origins of zine making, and a session in India with guest speaker Rajkamal Vempati.

### Pride

We celebrated Pride through a variety of activities including a fireside chat, panel discussion, Pride cinema, drag performances, and drag bingo.

### Real talk with men of color

The People of Color ERG and Allies Group hosted a Men of Color in Dialogue panel, featuring candid conversations about navigating stereotypes, prioritizing mental health, and the importance of mentorship.





# Wider impact

## Advancing social justice through strategic alliances

Insights from our partners

Sage collaborates with organizations to support, encourage, develop, and elevate strategies that advance justice, equity, and inclusion.



This partnership represents a commitment to nurturing diverse scholarship and voices historically marginalized in academic publishing. Together with Sage, we are continuing to build a platform for the critical and innovative work of Black authors and researchers to be heard.

Dr. Ayo Sekai, Founder, Universal Write Publications



Sage’s contributions have amplified our reach, enabling us to engage over 800 people in 2024 and further embed anti-racist practices across the sector. Their ongoing partnership exemplifies how collaboration with the private sector can drive systemic change in academia.

Paulette Williams, Founder and CEO, Leading Routes



Sage’s support has empowered us to prioritize inclusive excellence among authors and their publications. This fosters a vital environment for our members while providing essential resources to advance representation and inclusion in their curricula and for their students.

Marie Zara, director of engagement, The PhD Project



We are so grateful for this support, which has enabled a small charity such as the Institute of Race Relations to achieve so much during the year. Sage’s support has allowed us to address issues like multiracial poverty, inequality, education, and housing with key articles in the *Race & Class* journal.

Jenny Bourne, Council of Management, the Institute of Race Relations



Sage’s support has been instrumental in fostering equity within the academic pipeline by enabling impactful collaborations, key publications, and meaningful dialogues. From facilitating national conversations on diversifying the academy through webinars to supporting institutional programs and mentorship initiatives, Sage has helped advance pathways for underrepresented scholars and build a more inclusive academic community.

Dr. Curtis Byrd and Dr. Rihana Mason, Co-Founders, Academic Pipeline Project



The Joint Council of Librarians of Color Inc. Board of Directors is deeply honored and appreciative that Sage approached the Board with the \$10,000 grant opportunity for the five NALCo LIS Student Scholarships and chose to continue the Program for a second year. It is the first such opportunity for the JCLC Inc. Board to extend its goal to support the five NALCo beyond the quadrennial oversight of the Joint Conferences of Librarians of Color.

Ken Yamashita, Past President, Board of Directors, JCLC Inc.



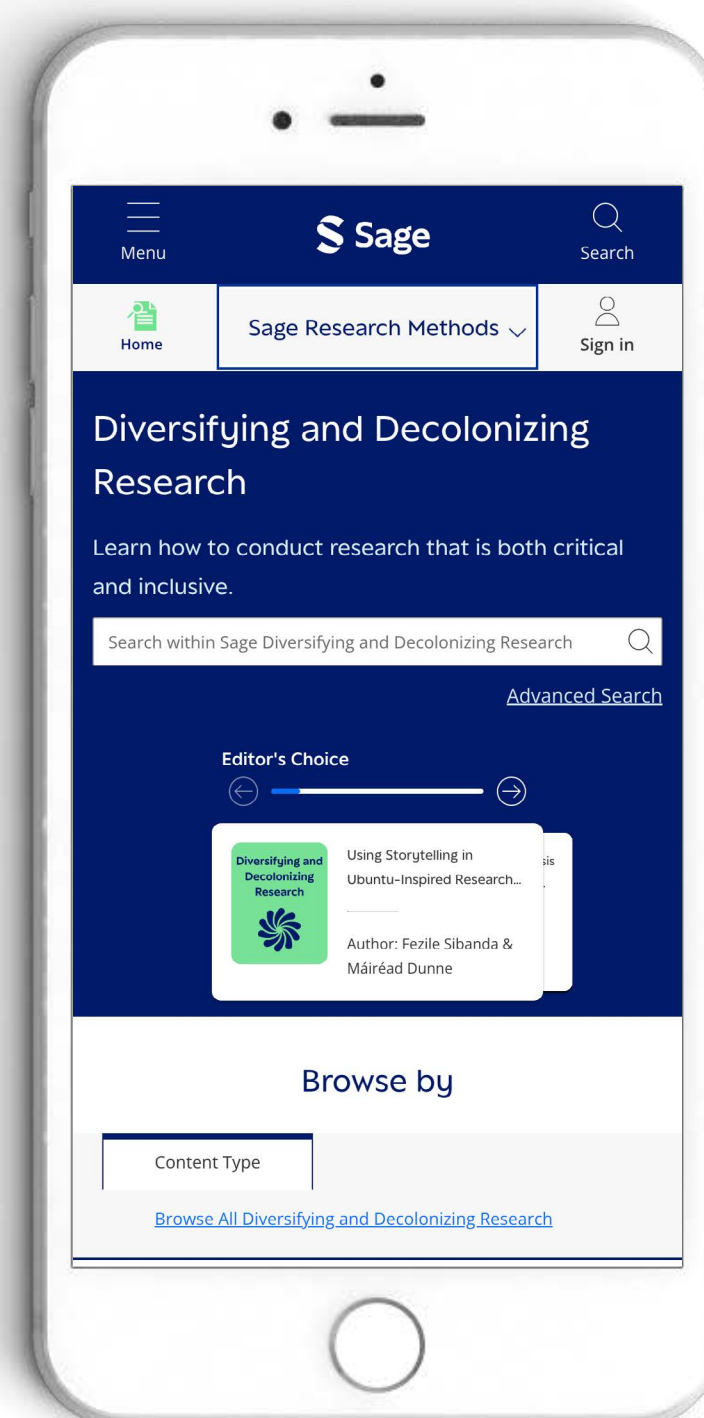
# Championing equity

We're committed to creating new learning opportunities for an inclusive future by delivering accessible tools and resources to help everyone reach their potential and contribute meaningfully to a more just society.

## Advancing social justice through decolonized research and teaching

We launched two resources that foster inclusivity and explore diverse perspectives. [Sage Research Methods: Diversifying and Decolonizing Research](#) showcases applications of decolonization principles in research methodologies. The collection features data sets, case studies, and interviews that highlight underrepresented communities, support antiracist pedagogies, and contribute to a more inclusive scholarly environment.

The [Sage Video: Social Justice](#) collection provides 69 hours of cross-disciplinary content exploring global and local social justice movements. Winning a One-of-a-Kind Publication Grand Award from APEX, the videos support students and researchers in deepening their understanding of social justice issues and connecting concepts to real-world experiences.



## Unlocking inclusive teaching strategies

Last year, we released two podcasts on DEI in higher education. In [“The Importance of DEI in Mass Communication,”](#) author Vince Filak examines how inclusive teaching strategies and diverse perspectives can enhance classroom engagement. In [“Deconstructing Barbie: Using Pop Culture to Teach Sociology and Gender Courses,”](#) author Robyn Ryle uses the 2023 film to spark discussions among students on occupational segregation and intersectionality.

## Redressing historical inequities in our writing

Our Corwin team offered employees a three-part workshop focused on DEI in publishing and book design. The workshop explored collaborative writing, conscientious editing, and assessing for stereotypical or biased images.

## In support of radical scholarship on social change

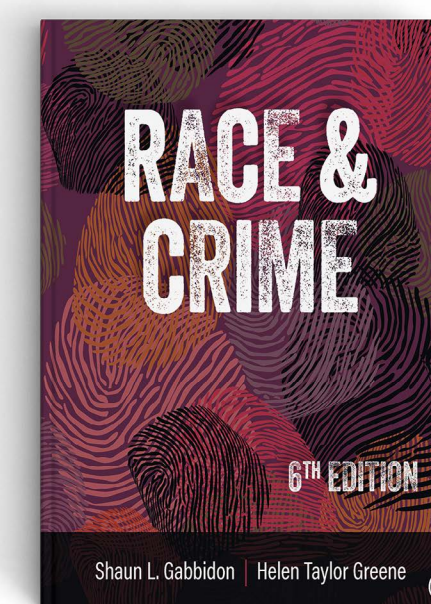
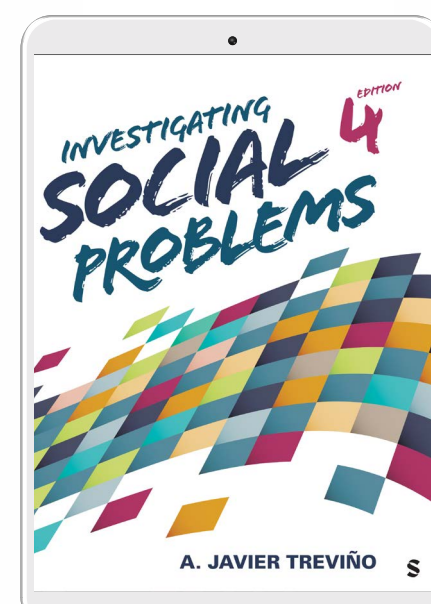
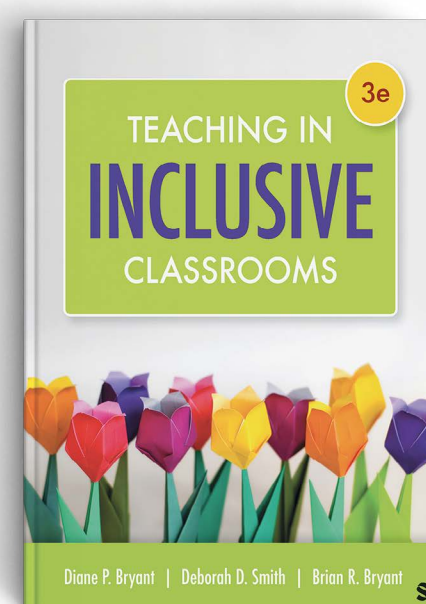
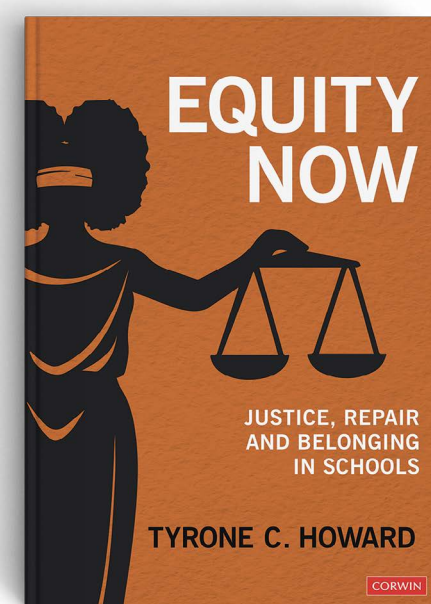
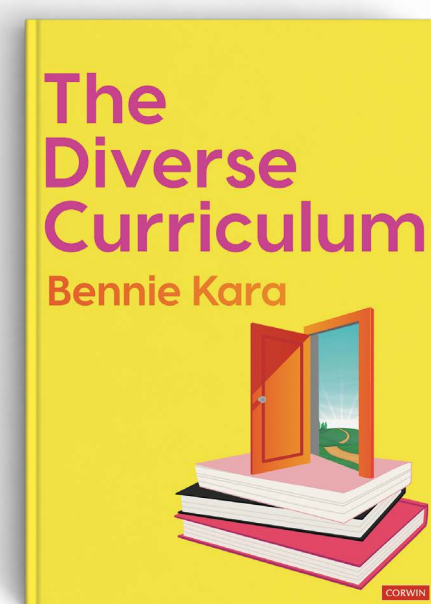
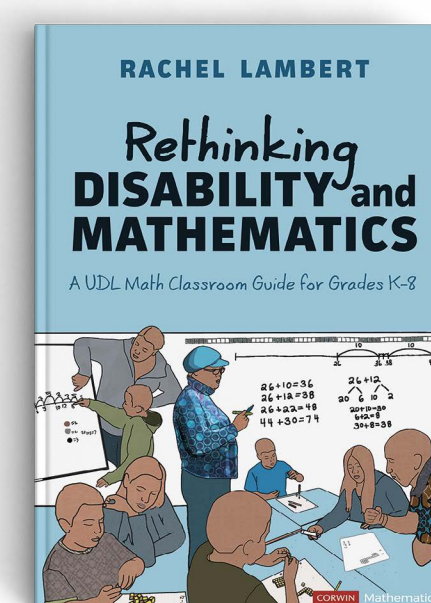
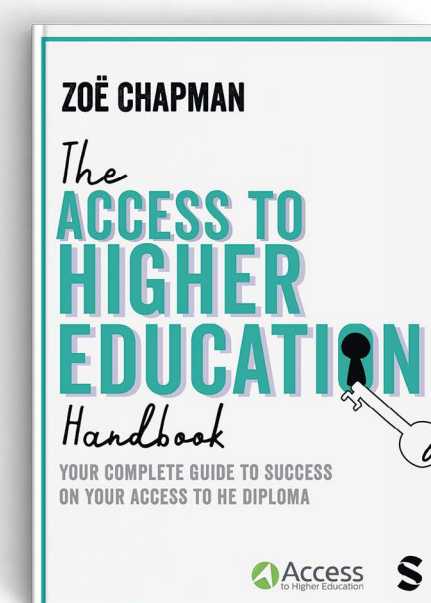
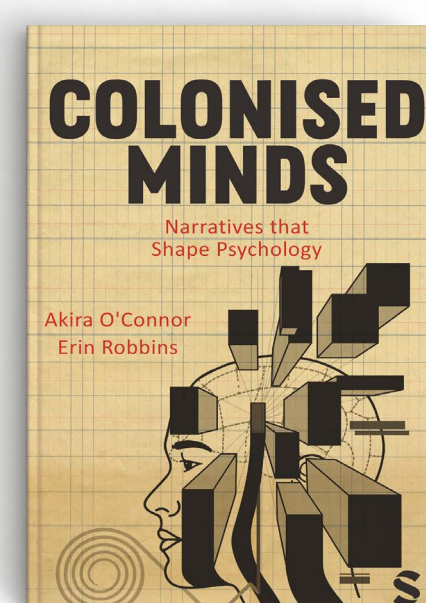
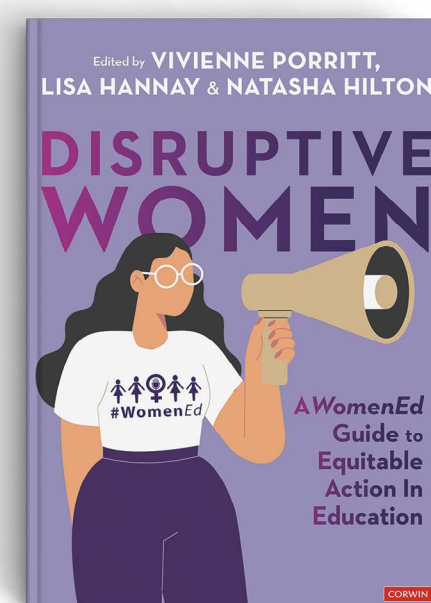
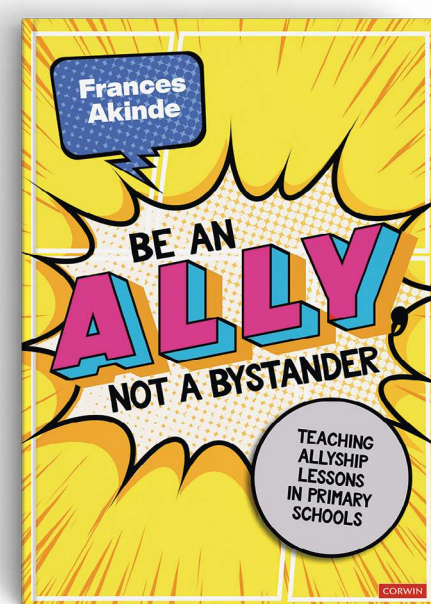
Sage and the *Surviving Society* podcast developed a [series](#) focused on our [Social Science for Social Justice](#) books. Episodes feature interviews with the authors and editors on the long history of Black, Asian, and minority ethnic voices producing radical and rigorous scholarship in the academy and beyond.





# Highlights from our 2024 publishing portfolio

We collaborate with academics from marginalized communities and amplify the voices of authors who engage with DEI themes.



## Support for freelancers from underrepresented backgrounds

We supported [Creative Access' freelancer training program](#) with a three-year sponsorship. The Thrive career development program provides essential training, mentorship, and networking opportunities within the publishing sector for freelancers from underrepresented communities.

## New scholarship explores gender

A special issue of our journal *Feminist Theory*, "[The Cultural Politics of Greta Gerwig's Barbie](#)," explores the film's impact and cultural implications through themes such as gender, technology, and capitalism.

A [research article](#) exploring the gender pay gap in universities, published in our *Sage Open* journal, received a 2024 APEX Award in the Diversity, Equity & Inclusion Writing/Topics category.



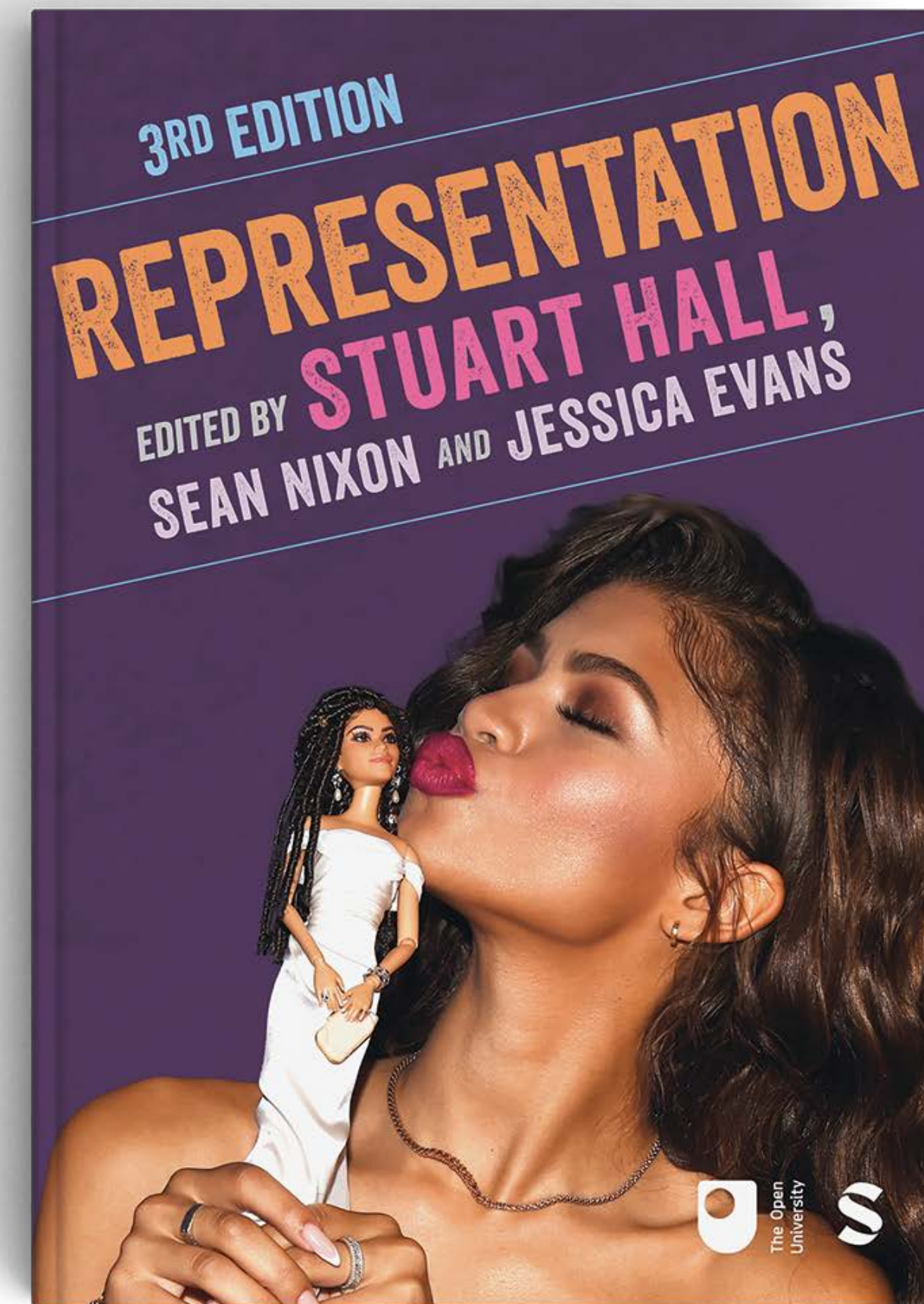
## Case study

# The lasting impact of Stuart Hall's *Representation*

First published by Sage in 1997, Stuart Hall's iconic textbook *Representation: Cultural Representations and Signifying Practices* is needed now more than ever. Now in its third edition, the book continues to shape approaches to challenges in media representation — particularly in an age of disinformation and division.

Hall — one of the most influential social science intellectuals of the last 60 years — explained that media messages are not always taken at face value; they can mean different things depending on how people interpret them. *Representation* is used by students to learn how to look at media, art, movies, and music through a more critical lens and has been adopted in disciplines across the social sciences, from anthropology and media studies to business and management.

The global bestseller challenges readers to think about stereotypes and how media may unfairly represent different groups. It also tackles topics like identity, power, and how societies are structured, encouraging deeper discussions and helping academics question the stories that media tells — all aimed at working toward a fairer, more inclusive world.



### Book cover

Representation: Cultural Representations and Signifying Practices by Stuart Hall

ISBN 9781529770384





From the archives

Celebrating Earth Day in 2009

Concerns about climate change and sustainability often devolve to discussions about physical science, but the researchers in our journals and authors of our books have long trumpeted that human impact on the planet will always revolve around social and behavioral drivers.

But even as we printed this research, our own business — with its print processes, energy use, and business travel — needed to make the most of these insights. In recent years, we've taken a critical, data-driven look at our own operations, and today, Sage strives to be a model sustainable enterprise, a crusade that harkens to the DNA of Sage itself, recalling our focus on social — and environmental — justice.

## Sustainability

- 2024 at a glance and our global goals
- Our road map
- Our priorities
- Progress toward net zero



# 2024 at a glance

We reduced our carbon emissions by **5% in 2024** against 2023.

Between 2019 and 2024, we reduced carbon emissions across our operational activities by **52%.**

## Celebrating Earth Day

Our US and Asia Pacific colleagues held a photo contest showcasing Earth’s natural wonders. The winning picture — a majestic view of the Sakurajima volcano in Kagoshima Prefecture in Kyushu, Japan — was taken by Sage colleague Masumi Unno.



Above:  
Winning photo by Masumi Unno.

## Hive fives for World Bee Day

Our US Sustainability Group held a fun and educational session to highlight the importance of bees and encourage us all to take steps to protect these vital pollinators.



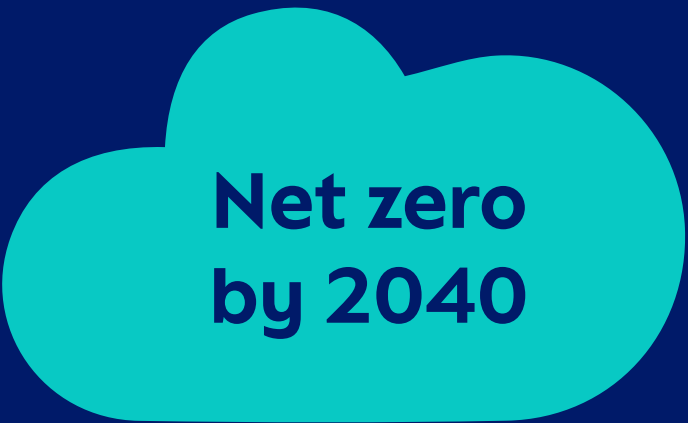
## Greening our events

We have been working on more sustainable materials for our events and conferences, including a new cardboard totem that is free from metal components and **100% recyclable.**

# Our global goals



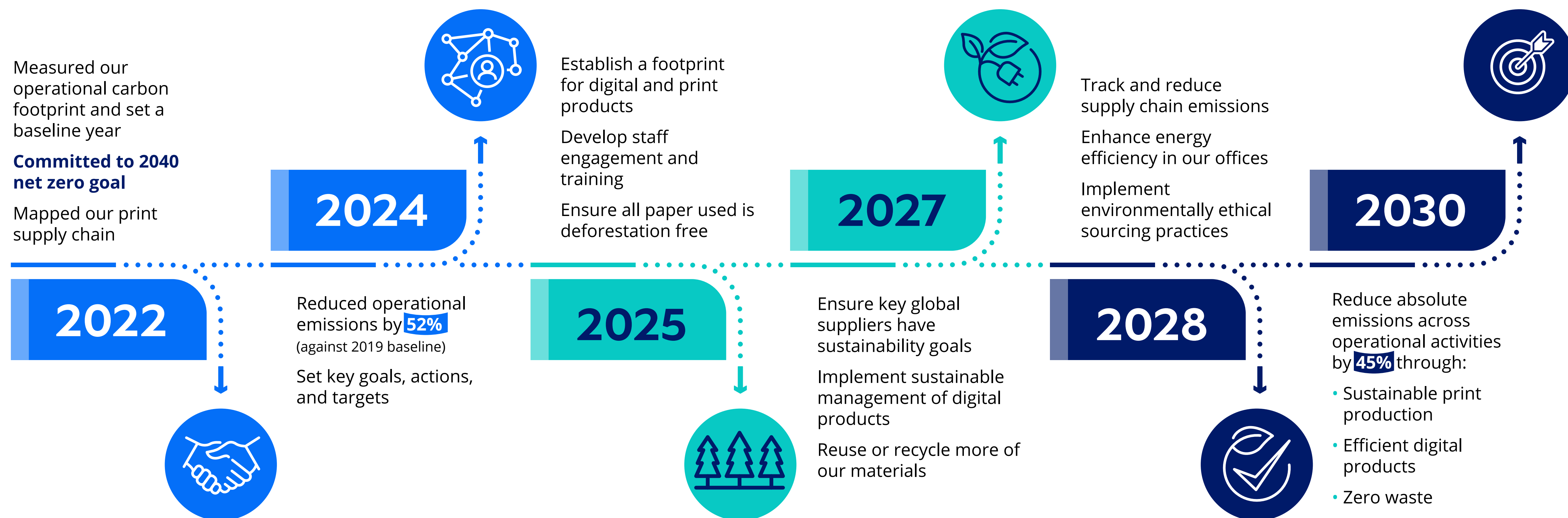
Proactively minimize resource consumption and eliminate waste throughout all business activities



Reduce our carbon emissions from key operational and supply chain activities



# Our roadmap



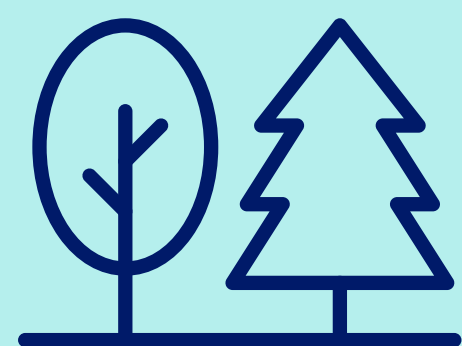
Key: ■ Done ■ Underway ■ Planned



# Our priorities

## 2025 – 2027

We have identified and prioritized the actions we will focus on over the next three years to meet our global goals and achieve net zero emissions by **2040**.



### Protect nature

#### Zero deforestation

Our paper is 100% sustainable and deforestation free.

#### Progress in 2024

Around **80%** of the paper brands we use are certified as sustainable.



### Partner responsibly

#### Sustainable collaborations with suppliers

All key suppliers have aligned net zero goals and carbon reduction plans.

#### Progress in 2024:

**85%** of our key global printers measure and report their operational emissions.



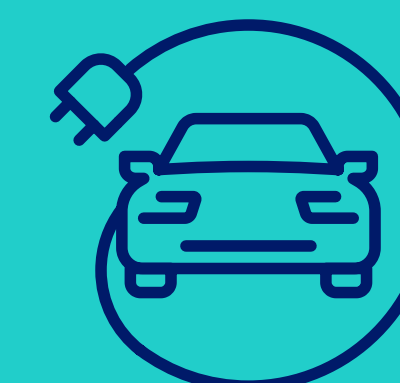
### Eliminate waste

#### Buy what we need, use what we have, and recycle everything else

Minimize waste through circular economy principles.

#### Progress in 2024:

We continue to work with our printers to reduce waste across the print supply chain.



### Cut carbon

#### Save energy, travel smart

Enhance operational efficiencies to cut carbon emissions by **45%** by 2030 from our 2019 baseline.

#### Progress in 2024:

**5%** reduction from previous year.

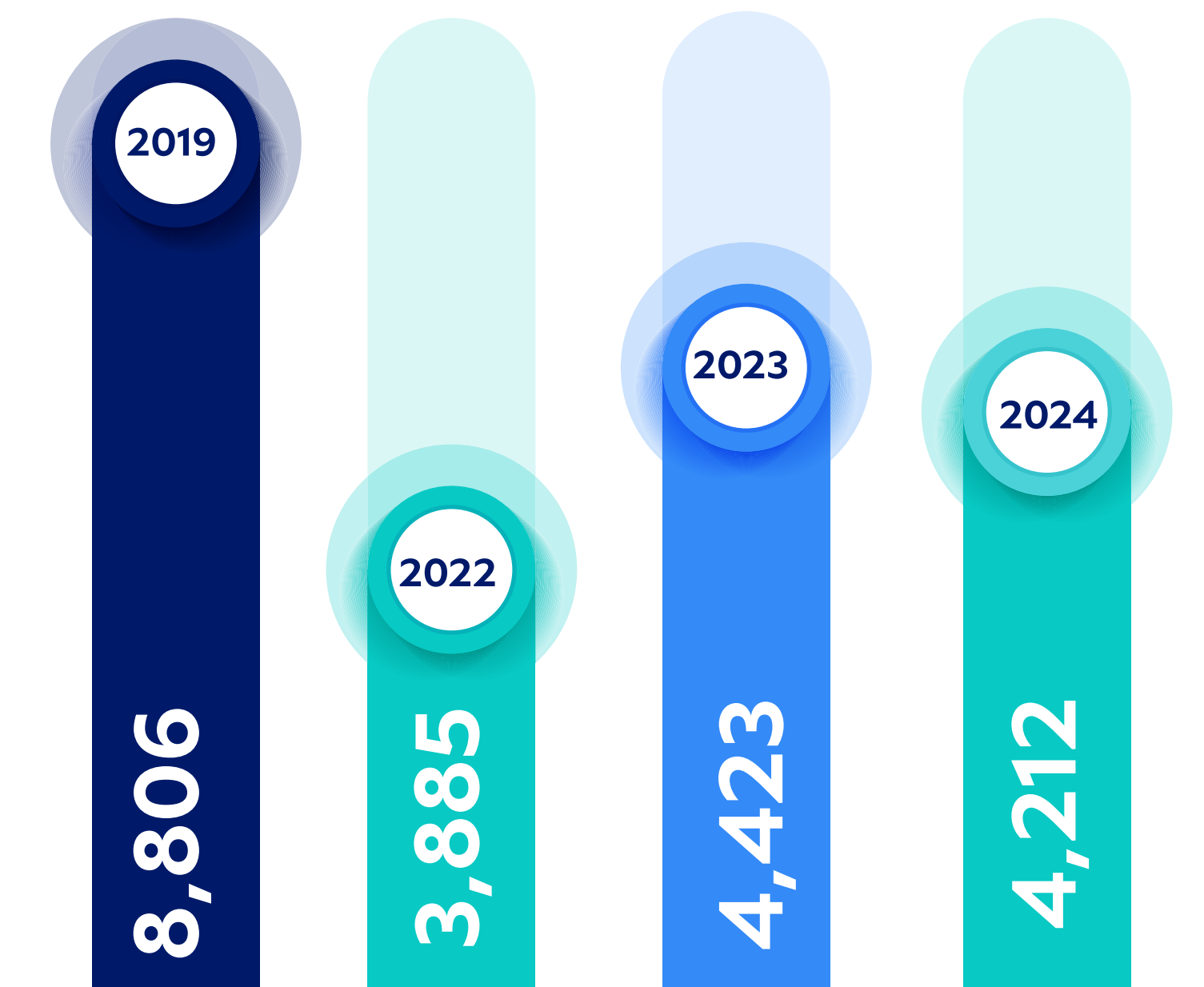


# Progress towards net zero

We continue to track and measure our actions in meeting the 2040 net zero goal across all key operational and supply chain activities.

## Year-on-year progress

Reporting Year (Jan to Dec)



Total carbon emissions across our global business activities in **2024**:

**4,212 tCO<sub>2</sub>e**

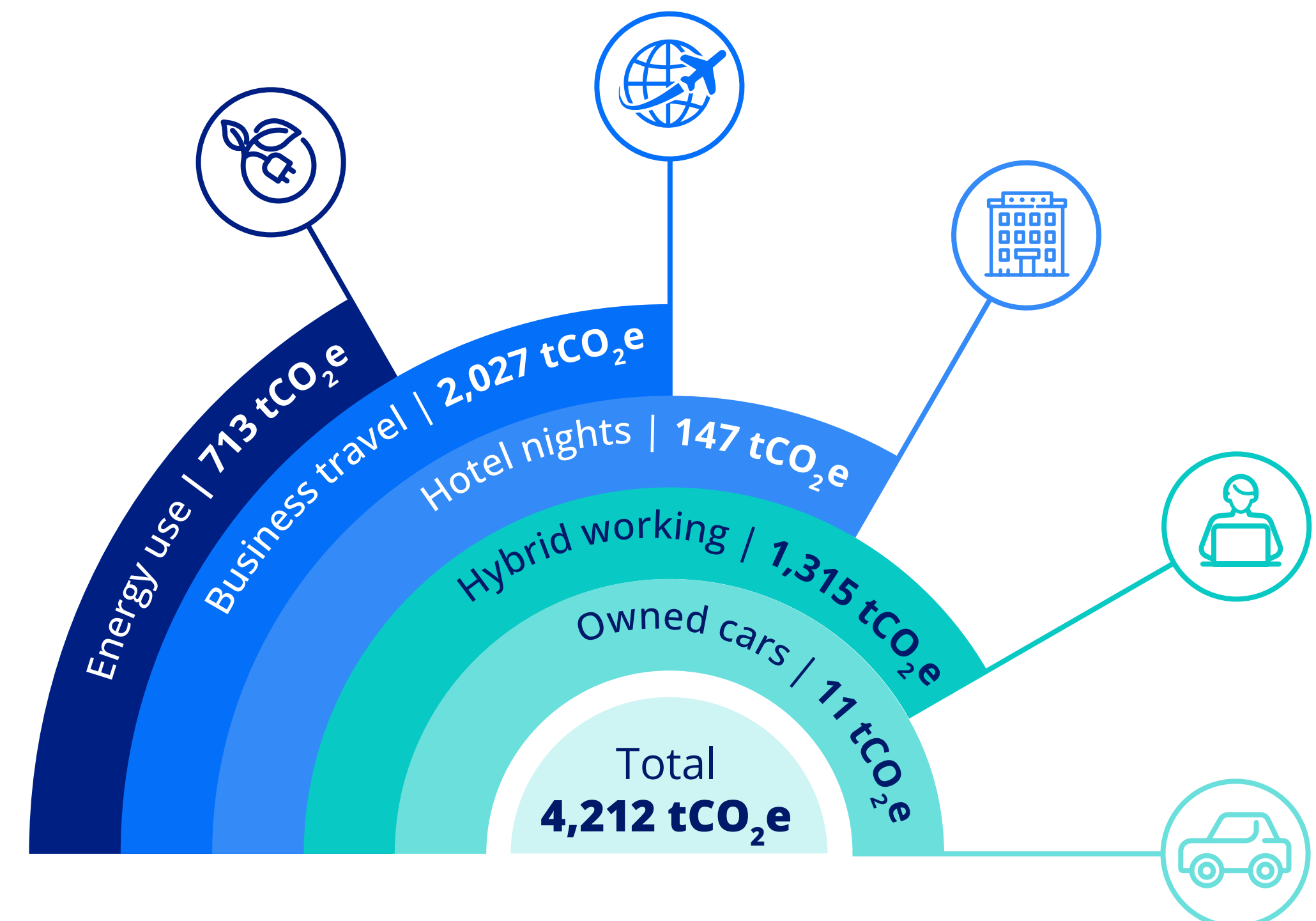
### Reductions

Down by **5%** against 2023 footprint

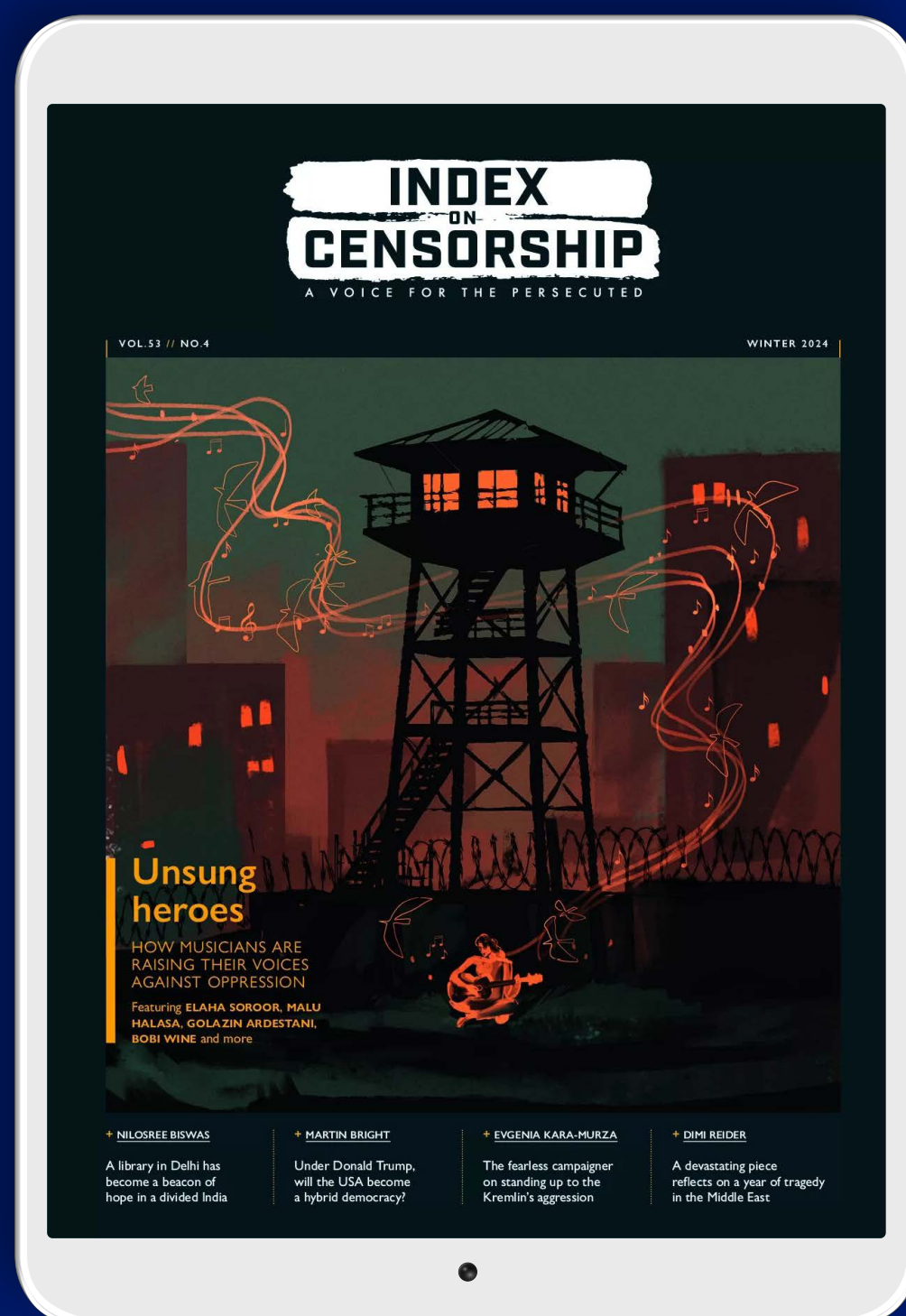
Down **52%** against our 2019 baseline year

We remain ahead of our goal to reduce carbon emissions by **45%** across key business activities by 2030 from our 2019 baseline.

## Breakdown of 2024 footprint







Cover of the Winter 2024 edition  
of *Index on Censorship*

Freedom of expression and inquiry have always been integral to education, and Sage has worked behind the scenes to ensure these foundational principles remain built into all we publish.

And with decades of publishing brave publications such as *Index on Censorship*, a laser-like focus on promoting critical thinking throughout the academy and society as a whole, and consistent support of events like Banned Books Week, Sage is proud to be publicly identified with this vital mission.

## Academic freedom

- Amplifying voices impacted by censorship
- Celebrating freedom of expression



# Amplifying voices impacted by censorship

## What can we do about challenges to academic freedom?

Author and educator Sonja Cherry-Paul, librarian Christina Vortia, and author Lee Wind discussed their personal and professional experiences regarding censorship in a [webinar](#) held during Banned Books Week. They provided valuable resources and strategies to help combat censorship, assisting viewers in advocating for intellectual freedom and the freedom to read in their own lives.

**The webinar  
had 1,000+  
registrants**

## Why is academic freedom so important?

### Academic librarians explain

Sage commissioned academic librarians and library professionals to write about how [increasing censorship challenges their work](#). Nine writers discussed book bans and censorship, offering advice on what colleagues and others should know to address these issues, highlighting the importance of promoting diverse resources in libraries and fostering a supportive community among colleagues.

## How can we empower researchers at risk?

We support the British Academy's [Researchers at Risk Program](#), which currently enables 177 Ukrainian researchers impeded by the Russian invasion to continue their work in the UK and is looking to expand its efforts more widely. We sponsored an event in December that showed the cohort how to amplify their voices and impact, hosting a "How to Publish for Impact" panel that explored how to overcome challenges in publishing and connect their research with policymakers and society.





# Celebrating freedom of expression



## Hundreds from freedom of expression's front lines read from their favorite banned books

Attendees at the American Library Association conference swarmed the Sage-sponsored "**Banned Books from the Big Chair**" read-out booth in support of the freedom to read. The activity saw more than 200 participants and authors read passages from their favorite banned books aloud.



## Honoring those who fight censorship

Sage partners with **Index on Censorship**, a nonprofit organization defending free expression worldwide. Its 24th annual Freedom of Expression Awards celebrated those who have had significant impact — often at significant personal cost — fighting censorship worldwide. The November ceremony honored lawyers, journalists, and publications from places like Russia, Uganda, Iran, and Palestine.







A stack of Sage's popular  
"Little Green Books"

Throughout its 60-year history, Sage has focused on establishing and supporting best practices in academic research.

An early, and successful, example was the launch in 1976 of the *Quantitative Applications in the Social Sciences* series, popularly known as the "Little Green Books," which laid down the methods and standards of quantitative social and behavioral science. Now, in a time when good intentions and good faith do not always serve to uphold scientific rigor, Sage has established a research integrity unit that proactively polices our research, pre- and post-publication, to ensure methodological, ethical, and academic quality in all we publish. The head of that unit tells its story here.

## Research integrity

→ Independence with integrity:  
Taking action in 2024

INDEPENDENT  
SINCE — 1965



# Independence with integrity: Taking action in 2024

## Dr. Adya Misra (she/her), associate director of research integrity

The challenges of publishing robust, ethically produced research are growing, as is our responsibility to uphold the highest standards. For Sage, this isn't about ticking a box to get our research through the publishing process. It's about protecting the integrity of the academic record for the entire research community and increasing trust in science for all.

As an independent publisher, we don't have to dictate our actions to serve next quarter's share price. We're free to focus on what matters most — publishing quality work and building trust as a reliable partner for the academic community. In 2024, that meant taking decisive action to retract research when needed, using technology in service to trustworthiness and shaping policies for long-term impact, and working as a community to uphold the integrity of the scholarly record.

### Taking corrective action when it's needed

Last year, we took significant action to correct the academic record — even when it was difficult. For example, we retracted 467 articles from the *Journal of Intelligent and Fuzzy Systems*, a journal Sage took on through our recent acquisition of IOS Press. While it might have been easier to handle this on a smaller scale (no one would

immediately notice the issues with each of the individual 467!), our investigation found that the articles failed to meet our standards for peer review, and retracting all of them was the right thing to do.

Our efforts to clean up the academic record are ongoing, but addressing quality issues directly — and never sweeping them under the rug — remains one of our most important publishing promises.

### Tools and policy for long-term impact

Our work isn't just about corrections; it's also about preventing bad research from being published in the first place. In 2024, we were the first publisher to adopt [Dimensions Author Check](#), a tool that helps us review author networks and publication histories, making it easier to spot patterns of misconduct and paper mill activity.

But relying on technology alone doesn't fully address the messy, human processes inherent in research. We use our tools as part of a broader, fair, human-centered approach, one complemented by clear policies to guide authors through an evolving research landscape. Last year, for example, we developed an [artificial intelligence \(AI\) policy](#). While we acknowledge the potential of tools like large language models to help authors research and write, they can't

replace human creativity or critical thinking. As technology rapidly evolves, our AI policy focuses on helping authors, reviewers, and editors make informed and ethical decisions about its use.

### Working as a community to increase integrity

Research integrity isn't something we can uphold alone; it's a collective effort for the entire academic community. That's why we continue to guide and train researchers as they practice and advocate for integrity.

In 2024, we significantly updated [Epigeum's](#) Research Integrity course, equipping researchers at all career stages with the principles and knowledge needed to uphold integrity across every step of the research process.

We believe in the importance of engaging in the wider research integrity conversation. This begins with listening to different voices in the community — authors, editors, and other publishers — as well as with the integrity sleuths whose (often voluntary) work flagging misconduct and questionable research offers valuable insights.

Listening to researchers also means recognizing the complexity and nuance of research integrity. Not all issues are clear-cut or obvious misconduct — sometimes researchers make genuine errors



that need correcting. Our goal is to support researchers, editors, and peer reviewers in navigating these challenges.

### Moving forward

Reflecting on the past year, I'm proud of the action we've taken. But we're by no means finished. Research integrity remains at the heart of our work, and our independence strengthens our ability to do what is right to build trust in science, both in the academic community and in wider society.





A selection of Sage handbooks on the bookshelves at Sage's London office

## Sage began as a journals publisher but always expected to move into book publishing.

This initially focused on distributing existing titles, but a big leap came in 1975 when the still fledgling company took a leap of faith and published Elmer Struening and Marcia Guttentag's *Handbook of Evaluation Research*, a new title in a nascent field. It paid off, and Sage evolved and expanded its offerings into textbooks for grad students, then in 1991 for undergrads, always keeping an eye on the best ways to deliver scholarly knowledge.

Sage now publishes hundreds of books a year, delivered in print and since 2019, through our Sage Vantage learning platform, as well as videos and case studies and a suite of service products for academic libraries and their patrons. The aim is for our products to build bridges to knowledge, helping create informed citizens who think critically and act responsibly.

## The future of teaching and research

- Supporting new ways of learning
- Advancing scholarly discussions on generative AI
- In recognition of excellence
- The future of the library

**INDEPENDENT  
SINCE — 1965**



# Supporting new ways of learning

## Innovating formats for learning



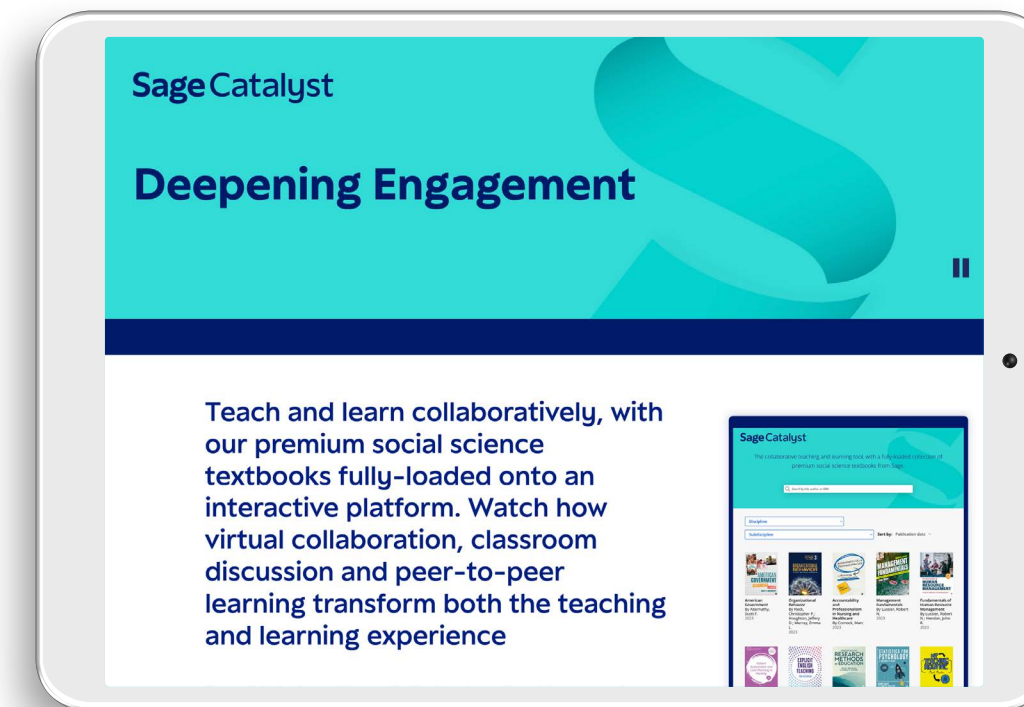
EdTEch Digest selected **Sage Vantage** as a finalist in the courseware category for the **EdTech Cool Tool Awards**. Integrating quality Sage textbook content from expert authors with assignable activities and auto-graded assessments, Vantage was recognized for its outstanding contributions to transforming education through technology to enhance critical thinking and student engagement.

In 2024, we published 39 new Vantage titles and added an audiobook feature to better support students' preferred learning methods and reinforce their understanding of the content.

## Sage Vantage

We expanded **Hubro Simulations**, a Sage resource, with a new Sustainable Marketing simulation. To reduce the grading workload for busy business instructors, we introduced a new **AI-powered grading tool** that automatically assesses how students understand concepts based on decisions they make during the simulation.

Technology from Sage launched **Talis CourseFlow**, to simplify course resource creation for faculty. Updates to the tool include unified search across library collections, insights into faculty resource usage, and integration with the **Copyright Clearance Center** to streamline copyright permission management.



## The power of eBooks to transform teaching and learning

Launched in 2024, **Sage Catalyst for Business** is a digital collection of more than 180 business and management textbooks in accounting, finance, marketing, and strategy, among other disciplines.

The collection is part of a teaching and learning tool that enables blended learning through virtual collaboration, classroom discussion, and peer-to-peer learning.



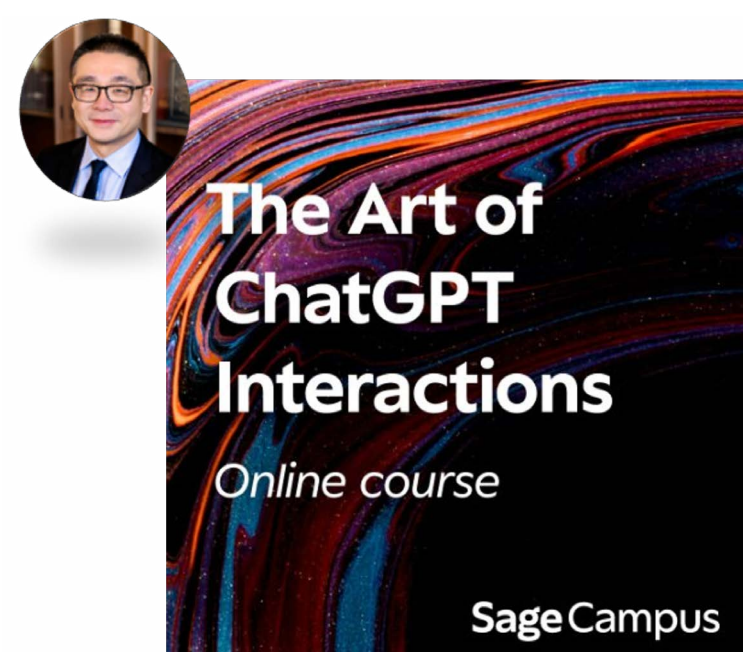
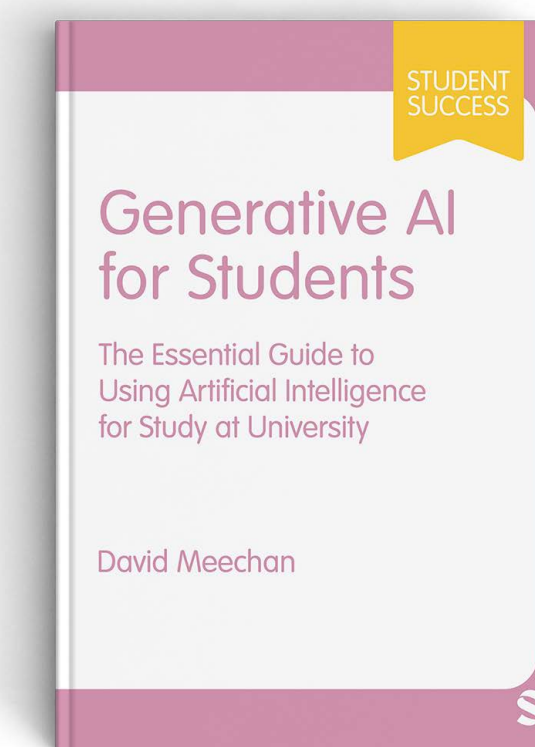
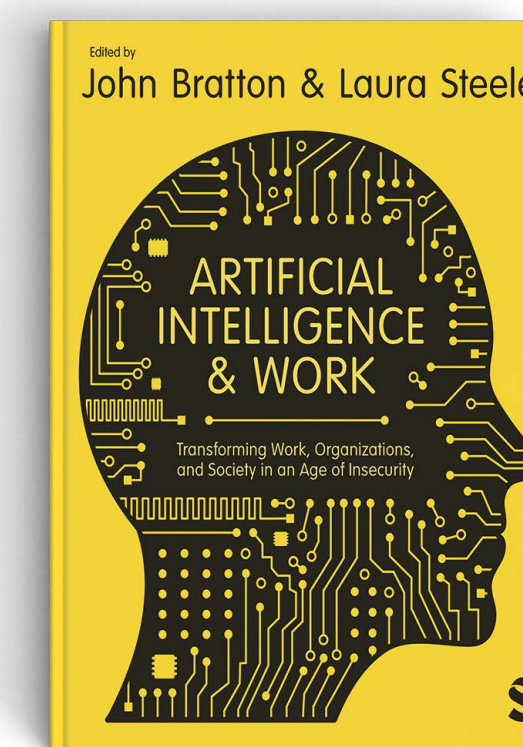
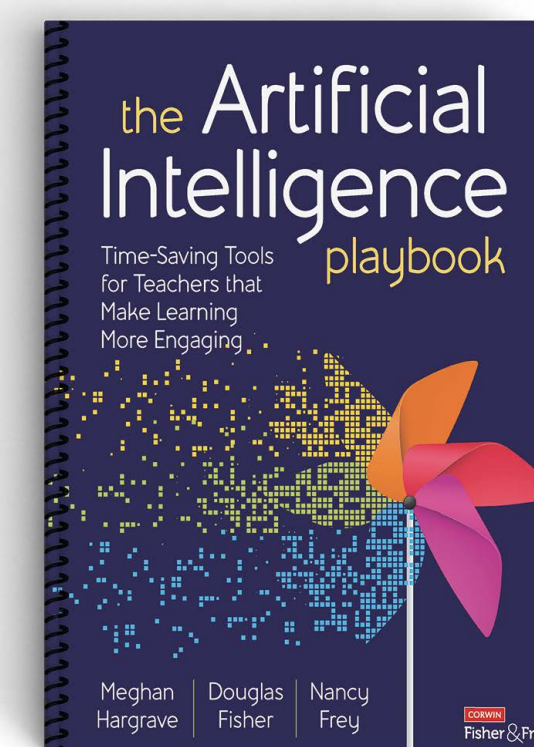
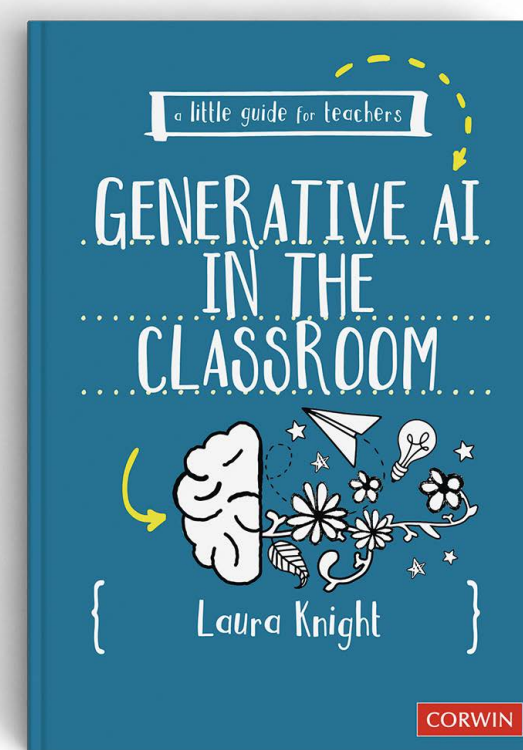
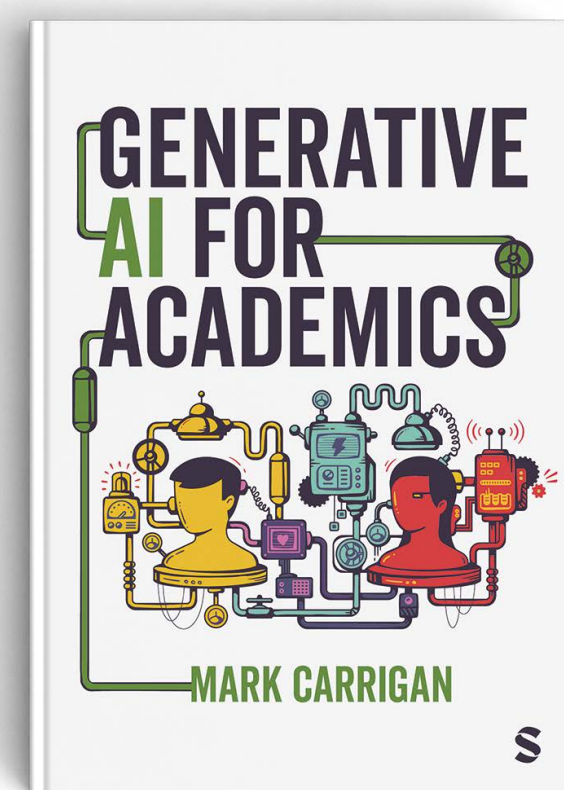
## Driving student advancement

Corwin's 2024 **Annual Visible Learning Conference**, held in Las Vegas, drew over 2,300 pre-K to grade 12 educators from around the world. The conference featured sessions on teaching practices that drive student achievement and allowed clients, authors, and consultants to connect.



# Advancing scholarly discussions on generative AI

Sage recognizes the transformative power of AI-powered tools in research, writing, editing, and teaching. When used responsibly as a tool to support human authorship and creativity, AI can enhance academic quality, buttress scientific integrity, and address classroom needs. Drawing on our roots in the social and behavioral sciences, we publish resources that help higher education and society manage the risks and opportunities presented in an AI-driven world.



We launched a free course, **The Art of ChatGPT Interactions**, led by Dr. Leo S. Lo, dean and professor at the College of University Libraries and Learning Sciences, to build skills and confidence when using ChatGPT. The course provides instruction on engineering prompts and offers a systematic approach to better AI dialogues.

Our Student Success digital resource, **Essay Writing and Artificial Intelligence**, explores the emerging use of AI in academic writing. The resource explores how AI models generate content using large language models, proposes ethical considerations for use, and helps in understanding the role of prompts.



# In recognition of excellence

We're pleased to acknowledge exemplary contributions that enhance learning and tackle pressing societal challenges.

## Concept Grants from Sage

Designed to support innovative products and tools to enhance social science education and research, our **Concept Grant program** awarded **£8,000** each to three projects that embody Sage's mission to build bridges to knowledge and foster innovation in research and education.

## Empowering the next generation of educators

Sage presented four teaching professionals with the Academy of Criminal Justice Sciences (ACJS)/ Sage Junior Faculty Professional Development Teaching Award. Now in its 16th year, the award honors new teaching professionals in criminal justice and criminology disciplines. Each winner receives a travel stipend to attend a teaching workshop at the **ACJS Annual Meeting**.

## Babson global student challenge

For a second year, Sage sponsored the **Babson Collaborative Global Student Challenge**, an annual competition that challenges students to create and present new business ventures that address the UN Sustainable Development Goals. Winning projects included sustainable footwear to prevent falls among older adults and eco-friendly 3D-printed homes.



## Women of the Future Awards

Sabby Kaur Jivanji, a Sage senior product manager, was shortlisted in the Technology and Digital category of the 2024 Women of the Future Awards, an awards platform recognizing trailblazing women in Britain.

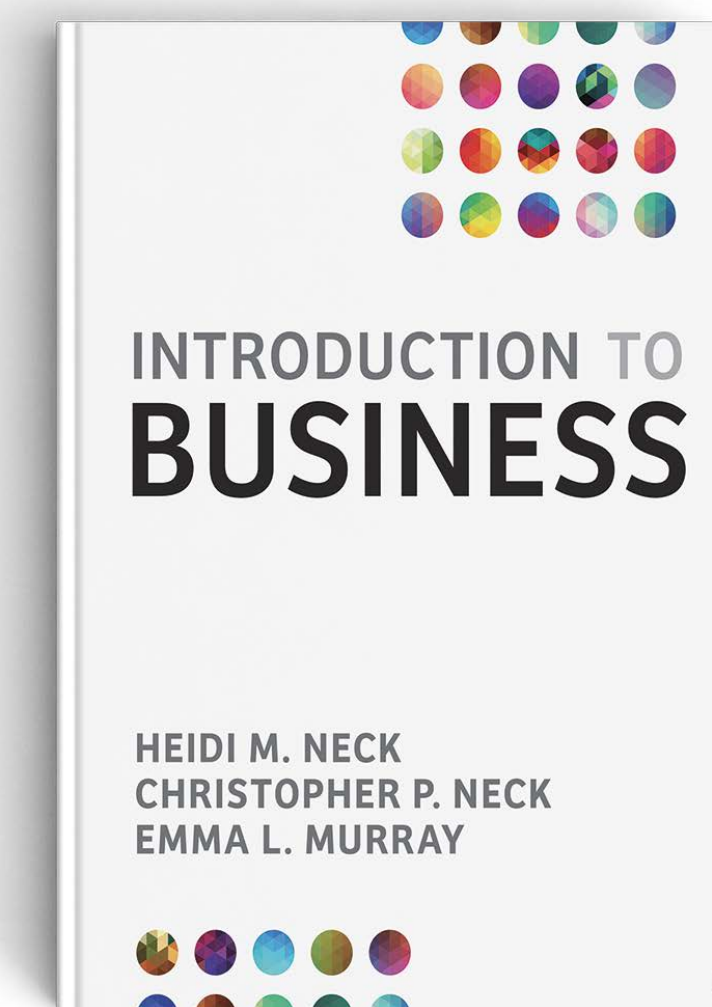


It is a privilege to represent Sage and showcase the incredible work we do in Learning Resources and our Global Women in Technology ERG. Given my Indian heritage, this recognition holds special significance, as the awards are closely tied to the Asian Women of Achievement Awards.

**Sabby Kaur Jivanj**  
senior product manager

## Enabling educators to drive student success

Eleven Sage titles, spanning education, psychology, sociology, business, and more, received **awards** from the Textbook and Academic Authors Association's 2024 Textbook Awards.



### Book cover

Introduction to Business, 1st ed.  
by Heidi M. Neck,  
Christopher P. Neck,  
Emma L. Murray



# The future of the library

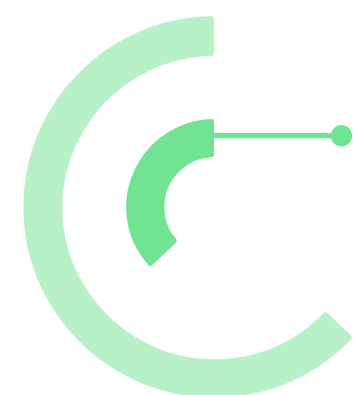
Technology from Sage released the third report in its Librarian Futures series. “**The Librarian Skills Landscape**,” created in partnership with Skilltype, gathered insights from more than 2,000 global academic library professionals about librarians’ roles and values in the digital age. The report explored the emerging skills required to both fulfill a library’s needs and meet the needs of today’s patrons.



In a four-part series of **The Authority File podcast**, Tony Zanders, founder and CEO of Skilltype; Matthew Weldon, library patron consultant at Technology from Sage; David Erlandson, head of cataloging and metadata services at Rice University Fondren Library; and Marcy Simons, director of Hesburgh Libraries Organizational and Personnel Development at the University of Notre Dame, discussed key report takeaways, the importance of cultivating soft skills, and how generative AI tools will impact careers in librarianship.

## Key findings:

Librarians have confidence in their ability to serve patrons, but less in career advancement.



**37%** of librarians feel unprepared for student questions on generative AI.



**Less than 20%** of librarians feel that students appreciate their effort to learn new skills.

The report received the 2024 APEX Award for Publication Excellence in the Technical and Technology Writing category.



## Supporting innovation

For a third year, the **Technology from Sage Innovators Award** celebrated technological leaps in e-resources librarianship. Utah State University took 2024’s top honors for its platform educating archivists about AI’s role in archives. The platform emerged from a webinar series, “Emerging Technologies, Big Data, and Archives,” highlighting the demand for AI education. Runners-up included a library data dashboard using Google Colab and simplified electronic resource updates for users.



INDEPENDENT  
SINCE ~ 1965

 Sage

 @Sagepub.com

 @Sage\_Publishing

[www.sagepub.com](http://www.sagepub.com)

