



Advocating for the human rights of older women
Défense des droits de la personne des femmes âgées

GRAN Organizational Structure

GRAN's organizational structure consists of a Steering Committee, Watch Groups, Advocacy Planning Team, Web Team, Campaign Team, regional and local GRAN Groups, and a Coordinating Team. Grassroots GRAN members reside all across the country and are active in many of the GRAN groups and committees outlined below.

Steering Committee: Membership is comprised of representatives from the Watch Groups, Web Team, Advocacy Planning Team, Campaign Teams, Regional Leaders, Coordinating Team and immediate past co-chairs of the Steering Committee.

The Steering Committee is the main decision-making body of GRAN, with recommendations from the Coordinating Team. Responsibilities:

- Approves GRAN's strategic direction, multi-year advocacy plans, specific advocacy campaigns and resources, and draft budgets. (Final budgets, annual reports, and election of new members to the Coordinating Team must receive final approval by the membership at the Annual General Meeting.)
- Reviews reports from Watch Groups, Campaign Teams, Advocacy Planning Team, Treasurer, and other committees, and makes decisions regarding these as required.
- Provides reports from above-mentioned groups, as well as other information, for publication in the monthly newsletter, the *GRAN Update*.
- Provides members to sit on the Coordinating Team.

In order to manage the day-to-day business of GRAN, the Steering Committee may delegate any of its decision-making powers (to be carried out according to guidelines set by the Steering Committee) or specific tasks to another body within GRAN.

The Steering Committee is supported in its work by the Coordinating Team which provides administrative services and carries on any other tasks that are delegated to it by the Steering Committee.

Coordinating Team: GRAN's national Co-Chairs head up the Coordinating Team. This team is responsible for administration, coordination, and support for the Steering Committee. The Coordinating Team manages the budget and works with GRAN's national partnerships. It also ensures that information flows between the Watch Groups, the Advocacy Planning Team, the Web Team and the Steering Committee.

Regional Leaders: The Regional Leaders coordinate meetings of Regional GRAN Groups, keep in touch with and act as the 'go-to' advocacy resource for regional GRAN members and GRAN groups across the region. Most Regional Groups meet regularly to learn about and take action on GRAN's issues. Regional Leaders represent their regions on the Steering Committee.

Watch Groups: Watch groups are engaged in GRAN's key issue areas, including Health, Education, Ending Violence Against Women, Rights of Older Persons, Climate Justice, and Mining Justice. They research and follow their issues, act as a source of expertise and knowledge on those issues, identify news posts and other outside resources such as webinars, to be shared with the grassroots and develop/maintain partnerships related to their issue area.

Advocacy Planning Team: The Advocacy Planning team develops a multi-year advocacy plan. The team also facilitates the process for selecting an "all-of-GRAN" campaign and takes forward a proposal to the Steering Committee for approval. The Advocacy Planning Team supports skills and capacity building for GRANs and often represents GRAN with partner organizations.

Campaign Teams: GRAN develops and implements one advocacy campaign per year, which is referred to as the "all-of-GRAN" campaign. All GRANs are encouraged to participate in this campaign and all groups within GRAN lend their support. A campaign team is formed each year to take on the role of developing, launching, carrying out and evaluating an all-of-GRAN advocacy campaign. The team includes representation from other GRAN groups (Advocacy Planning Team, Watch Groups, Web Team, Coordinating Team, Regional Groups) to bring broad perspective to the campaign and to engage the wider membership. The team develops an Advocacy Action Plan based on existing guidelines, for approval by the Steering Committee. The team also develops a social media strategy for the campaign and creates learning events, backgrounders, and other campaign resources to inform and support grassroots members' participation in the campaign. The team collaborates with partner organizations in joint advocacy actions. Draft action messages developed by the team are reviewed by GRAN's Co-Chairs and then finalized and distributed to the grassroots by the Web Team.

Web Team: The Web Team manages GRAN's website, including the content and organization of the site, and is also responsible for sending out GRAN communications to the membership. Members of the team review and upload documents, recommend improvements and revisions to the Steering Committee, and maintain the GRAN membership list. The Web Team also finalizes GRAN messages and news posts before distributing them to the GRAN membership.