

SPNC Strategic Plan 2024-2027

Welcome to our Strategic Plan, a blueprint for action and collaboration dedicated to empowering and celebrating older 2SLGBTQI+ individuals across Canada. We will build a future where older 2SLGBTQI+ people live with dignity, pride, and inclusion. Join us in this exciting journey towards a more inclusive and respectful society.

Our vision is a society where the lives and identities of older 2SLGBTQI+ people are respected, affirmed and celebrated, our voices amplified and heard, where we live with pride, are embraced and empowered, free from fear and discrimination, with a sense of belonging and inclusion.

Our mission is to bring together, advocate for and represent the interests of older 2SLGBTQI+ people across Canada, fostering unity among organizations and individuals dedicated to supporting communities of older 2SLGBTQI+ people.

By facilitating collaboration, awareness, knowledge exchange, and mutual support among 2SLGBTQI+ groups and service providers for older adults, we aim to improve the quality of life and ensure the dignity and rights of older 2SLGBTQI+ people are upheld.

We strive to influence all policies in order to enact systemic, legislative, and other reforms that benefit the older 2SLGBTQI+ communities.



SPNC
RFAC

Senior
Pride
Network
Canada

Réseau
de la Fierté
des personnes
aînées du Canada

Our Values:

- **Reconciliation:** Acknowledging historical and ongoing oppression of Indigenous 2SLGBTQI+ Elders and building respectful relationships through listening, learning, and collaboration to support healing and reconciliation.
- **Inclusivity:** Embracing and celebrating the diversity of older 2SLGBTQI+ individuals.
- **Collaboration:** Fostering collaboration and partnership among non-profit organizations, formal and informal groups, projects, and individuals working directly with older 2SLGBTQI+ people.
- **Advocacy:** Commitment to advocating for systemic, social, and legislative changes that protect and advance the rights of older 2SLGBTQI+ individuals across Canada.
- **Empowerment:** Empowering older 2SLGBTQI+ individuals to become self-advocates, enabling them to assert their rights, needs, visibility, and aspirations and promoting positive change within their communities.
- **Respect:** Respecting the lives, the intersectionality of communities, and identities of older 2SLGBTQI+ people, affirming their voices, and creating an environment where they live with pride, free from fear and discrimination.
- **Transparency:** Commitment to open communication, transparency in decision-making processes, and accountability to communities.

Strategic Goals	Advocacy - Champion systemic, policy, and legislative changes that protect and advance the rights and interests of older 2SLGBTQI+ individuals.	Community Engagement - Cultivate a collective voice with diverse representation across Canada, ensuring the visibility and inclusion of older 2SLGBTQI+ individuals. We are stronger together.	Capacity building & Research - Strengthen member organizations and enhance support for 2SLGBTQI+ seniors through training, resource sharing, research-informed support services, and network development. This includes supporting research into the specific needs of 2SLGBTQI+ seniors and programs to address them.	Communications and Public Awareness - Conduct all communication and marketing activities for SPNC/RFAC, ensuring a cohesive and impactful organizational voice across all platforms to promote the organization's mission and initiatives related to 2SLGBTQI+ seniors.	Governance and Finance - Ensure the overall health of SPNC/RFAC by overseeing governance structures, financial management, and fundraising efforts. Play a critical role in maintaining accountability and compliance to support the organization's mission to serve 2SLGBTQI+ seniors.
Tactics	<p><u>Engage with elected officials and policymakers</u> to advocate for systemic reforms impacting 2SLGBTQI+ seniors.</p> <p><u>Draft advocacy tools:</u> position statements, policy recommendations, and advocacy strategies related to the needs of 2SLGBTQI+ seniors.</p> <p><u>Build partnerships</u> with allied organizations to amplify</p>	<p><u>Engage with seniors within member organizations</u> and groups and conduct outreach to new groups of 2SLGBTQI+ individuals and organizations serving 2SLGBTQI+ seniors.</p> <p><u>Organize collaboration,</u> networking and events focused on developing the 2SLGBTQI+ seniors' community.</p> <p><u>Facilitate information sharing</u> among members. <u>Ensure that the voices of all subgroups within the</u></p>	<p><u>Develop and deliver training programs</u> focused on the needs of 2SLGBTQI+ seniors.</p> <p><u>Create and maintain a resource hub</u> library/online platform/relevant to 2SLGBTQI+ aging, acting as a centralized resource for the 2SLGBTQI+ seniors community.</p> <p><u>Develop strategies</u> and recommendations in the area of 2SLGBTQI+ aging based on research findings.</p>	<p><u>Develop and implement media strategies,</u> branding, and communication campaigns focused on 2SLGBTQI+ aging.</p> <p><u>Manage SPNC/RFAC's website,</u> social media presence, and digital communications to raise awareness and support for 2SLGBTQI+ seniors.</p> <p><u>Organize public awareness initiatives,</u> campaigns, and promotional events related to SPNC/RFAC's mission and the needs of 2SLGBTQI+ seniors.</p>	<p><u>Oversee budgeting, financial management, and compliance with legal regulations</u> for SPNC/RFPAC.</p> <p><u>Develop and implement effective fundraising strategies</u> to support SPNC/RFPAC's mission and initiatives.</p> <p><u>Ensure strong governance practices</u> and organizational health for SPNC/RFPAC.</p>

	<p>advocacy efforts on behalf of 2SLGBTQI+ seniors.</p> <p><u>Collaborate with Allies</u> to amplify advocacy efforts and ensure a united front on key issues.</p>	<p><u>2SLGBTQI+ communities</u>, including those from different regions, cultures, and identities, are heard and represented.</p>	<p><u>Promote best practices</u> within the network for supporting 2SLGBTQI+ seniors.</p> <p><u>Advocate for and support research</u> that addresses the specific needs and experiences of older 2SLGBTQI+ individuals.</p> <p><u>Support member organizations on program development</u>, grant writing, and advocacy issues.</p>	<p><u>Regularly update and disseminate information</u> on funding opportunities, policy changes, and other relevant topics.</p> <p><u>Promote mental and social well-being initiatives</u> tailored to 2SLGBTQI+ seniors.</p> <p><u>Support educational events</u> (conferences, workshops, etc.) focused on 2SLGBTQI+ aging.</p>	
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