



MIRA Coalition Racial Equity 2023 Terms of Reference

MIRA is the largest coalition in New England promoting the rights and inclusion of immigrants and refugees. With offices in Massachusetts and New Hampshire, we advance this mission through education and training, leadership development, institutional organizing, strategic communications, policy analysis and advocacy. MIRA is a dynamic and multi-ethnic coalition with more than 140 organizational members, including grassroots community organizations; refugee resettlement agencies; providers of social, legal and health services, faith-based organizations, and civil and human rights advocates. We organize and help our members and allies find and use their power, and together we mobilize immigrant communities to advocate for themselves and amplify and support their voices. MIRA is a respected leader on immigrant issues at the state and national levels, and an authoritative source of information and policy analysis for policymakers, advocates, immigrant communities and the media.

MIRA Coalition recently engaged in a strategic planning process, and one of the clear goals that emerged from it is the need to center racial equity in MIRA's work, approach, and culture. The Strengths, Weaknesses, Opportunities, and Challenges analysis completed during this strategic plan identified white supremacy and racism as key external challenges for MIRA. Our member organizations and the individuals we serve in our citizenship work are ethnically and racially diverse, and in order to best serve them, MIRA must engage in serious racial equity work. Immigration issues are deeply entwined with racism in the United States (and globally), and MIRA knows that we cannot fulfill our organizational mission without tackling racism and centering race in our work.

Scope of Work

MIRA Coalition seeks a consultant to facilitate the assessment phase of our racial equity work, with the possibility to extend into the learning and implementation phases. The ultimate outcome of this work is for racial equity and justice to be built into MIRA's work, approach, and culture. The goal of this phase of the work is to identify learning and practice gaps in order to design future plans and interventions.

Activities include:

- Developing a work plan for the assessment phase of this process
- Analyzing staff knowledge and learning regarding racial justice, including interpersonal skills and equity analysis around MIRA's issues
- Analyzing Board knowledge regarding racial justice
- Leading a significant portion of the activities at the 2023 Staff Retreat, taking place July 17-18
- Spending time getting to know the specifics of who MIRA is - our staff is ethnically and racially diverse, and many staff members are immigrants. Staff have varying levels of knowledge about the history of systemic racism in the United States and how it continues to be embedded in the fabric of our country.
- Identifying key areas for learning phase discussion and training and assist in developing a plan for MIRA's work post-assessment phase

Desired Qualifications:

- Demonstrated experience with diversity, equity and inclusion work and group facilitation

- Experience conducting an organizational analysis re: racial equity
- Experience working with dynamic and impactful small-medium size organizations (~\$3 million budget)
- Experience working with organizations with BIPOC and immigrant staff, board, and members and serving BIPOC, immigrant and historically underserved populations
- Desire to take the time to get to know who MIRA is
- Availability to work with MIRA from April through August 2023 and be present for some in person meetings in the Boston area, including at the staff retreat from July 17-18

To Apply:

Interested parties should submit a resume, cover letter outlining their approach to racial equity work, and proposed budget for their proposed scope of work to Tahia Mostafiz at tmostafiz@miracoalition.org by Thursday March 30.

Please put “Racial Equity Proposal” in the subject line.

