

MIRA Coalition
Fair Mental Health Care for Immigrants and Refugees- Project Evaluator
July 2025 – December 2027 (3-year grant period)

The Massachusetts Immigrant and Refugee Advocacy (MIRA) Coalition is the largest coalition in New England promoting the rights and integration of immigrants and refugees. Through advocacy, organizing, policy analysis, and coalition-building, MIRA works to advance inclusive policies and ensure the well-being of immigrant communities across the state.

Project Summary

Fair Mental Health Care for Immigrants and Refugees is a 3-year initiative aimed at reducing mental health disparities faced by immigrant and refugee communities in Massachusetts. The project will identify and remove policy, systems, and environmental (PSE) barriers to equitable mental health access, strengthen immigrant-led coalitions, and implement a multilingual, stigma-reducing mental health information campaign.

Position Overview

MIRA Coalition seeks a detail-oriented, equity-driven **Project Evaluator** to oversee and implement the monitoring, evaluation, and learning components of the Fair Mental Health Care for Immigrants and Refugees initiative. The Evaluator will help ensure accountability to funders, stakeholders, and communities, and provide data-driven insights to inform continuous improvement.

Responsibilities

- Develop a comprehensive, equity-centered evaluation plan aligned with the Theory of Change.
- Define indicators for tracking progress across three key project outcomes:
 1. Coalition building and leadership engagement.
 2. Policy and legislative advocacy and mobilization.
 3. Public information and stigma-reduction campaigns.
- Identify relevant PSE (Policy, Systems, and Environmental) change approaches for each outcome.

Data Collection and Analysis

- Design and implement mixed-methods evaluation tools (e.g., surveys, focus groups, interviews, storytelling analysis).
- Collaborate with partners on data collection disaggregated by race, ethnicity, and immigration status.

- Analyze and synthesize qualitative and quantitative data to assess community engagement, equity impacts, and PSE outcomes.

Community Engagement in Evaluation

- Ensure community-informed evaluation practices by including immigrant leaders in data collection and interpretation.
- Identify influencers and decision-makers involved in each project activity.
- Assess each activity's level of public participation (e.g., inform, consult, involve, collaborate, empower).

Reporting and Learning

- Produce quarterly and annual evaluation reports that highlight:
 - Legislative and advocacy milestones.
 - Shifts in community awareness and service utilization.
 - Community engagement and coalition growth.
- Present findings to project leadership, funders, community partners, and MIRA's Advisory Council.
- Support adaptive learning by making recommendations for mid-course corrections and strategic pivots.

Budget

MIRA will compensate the program evaluator up to \$30,000 over the three years period of the project.

Reporting and Accountability:

The External Evaluator will submit regular progress reports, participate in milestone meetings, and ensure the timely delivery of all specified deliverables

Qualifications

- 5+ years of experience in program evaluation, preferably in public health, immigrant/refugee services, or policy advocacy.
- Proven experience applying racial and health equity frameworks in evaluation.
- Familiarity with PSE change models and participatory evaluation approaches.
- Strong skills in both qualitative and quantitative research methods.
- Demonstrated ability to engage diverse stakeholders, including immigrant communities.

Preferred:

- Experience with and connections with Massachusetts immigrant populations.
- Experience working with legislative campaigns or health advocacy initiatives.

- Prior collaboration with research institutions or community-based coalitions.

Key Attributes

- Deep commitment to immigrant justice and health equity.
- Excellent communication and facilitation skills.
- Collaborative, flexible, and culturally responsive approach.
- Strong analytical thinking and storytelling ability to convey impact.

To apply: Please send a short concept note with budget to MAroni Minter, mminter@miracoalition.org. Proposals will be reviewed on a rolling basis, beginning on Monday July 7.