



Seeking Evaluation Partner: ***Culturally Responsive Mental Health Supports***

About St. David's Foundation

St. David's Foundation (SDF) is a community-focused and equity-driven organization investing more than \$100 million annually in a five-county area surrounding Austin, Texas, with a total population of about 2.4 million residents. Through a unique partnership with St. David's HealthCare, SDF reinvests proceeds from the hospital system back into the community in the form of grants, initiatives, and direct service programs with a goal of advancing health equity and improving the well-being of those most impacted by inequities in Central Texas. SDF also operates one of the largest mobile dental programs providing charity oral health care in the country and offers the largest healthcare scholarship program in Texas, the Neal Kocurek Scholarship Program.

Background

In 2024, the Foundation launched its new strategic plan, [Pathways to Health Equity](#), which outlines three intersecting goals to guide our work. One of these goals—**Access to Care**—focuses on strengthening the region's healthcare infrastructure, including clinics, to ensure the delivery of high-quality, culturally responsive care.

But we know that access to care alone isn't enough. Improving health outcomes requires care that is high-quality, patient-centered, and culturally responsive. When services are fragmented, underfunded, or lack cultural competence, people are less likely to get the timely care they need, deepening health disparities.

To meaningfully address health inequities, we must strengthen both the traditional healthcare system and community-based organizations to ensure access to high-quality, culturally responsive care. This also means building stronger connections across systems so that care is better coordinated, more accessible, and more effective in reducing disparities. In Central Texas, some of the most significant health inequities are seen in mental health.

In July of this year, we launched a new funding opportunity: [Culturally Responsive Mental Health Supports](#), which was focused on increasing the capacity of organizations providing non-clinical culturally responsive mental health supports. On October 1, 2026, SDF [announced](#) \$4.2M in funding through 33 grants.

Scope of Work

SDF is seeking a partner to design and implement a participatory evaluation of this funding initiative. This two-year mixed methods evaluation will assess the impact of this funding initiative, emphasizing continuous learning, integration of community perspectives, and alignment with the Foundation's [vision](#) for impact.

Evaluation

For this funding initiative, we have the following initial evaluation learning questions, which will be refined with the selected partner consultant team as well as with grantees.

1. How many Central Texans from historically marginalized communities received non-clinical, culturally responsive, community-based mental health and wellness support as a result of this funding? How many culturally responsive providers were added within community organizations as a result of this funding?
2. How are trusted, accessible community spaces utilized to provide culturally responsive mental health supports to historically marginalized communities as a result of this funding opportunity?
 - a. How do these spaces contribute to the region's mental health infrastructure and what role are they positioned to play in connecting to or informing culturally responsive, clinical mental health services in the future?
3. How have community-based organizations integrated culturally responsive providers offering mental health supports into their work?
 - a. How do these providers contribute to the region's mental health infrastructure and what role are they positioned to play in connecting community based and clinical mental health services in the future?

Deliverables

Below is a list of expected deliverables as part of this evaluation. Additionally, we expect to have a conversation with the selected partner to finalize and establish expectations.

1. Project Plan
2. Methodology and Data Collection Plan
3. Periodic Memos
4. Yearly reports

Qualifications

- Mixed-methods evaluation expertise, including participatory and culturally responsive approaches.
- Expertise in understanding complex mental health outcomes for historically marginalized populations, with a focus on the intersection of cultural identity, systemic inequities, and community resilience.
- Strong skills in qualitative and quantitative analysis and integration of findings.
- Demonstrated cultural competence and ability to build trust with diverse stakeholders.
- Effective facilitation skills for collaborative sensemaking and stakeholder engagement.
- Multi-year project management experience with complex, multi-grantee initiatives.
- Strong commitment to health equity.

Desired Characteristics

- Fundamentally creative, and able to synthesize qualitative and quantitative data to describe, tell stories and identify patterns (existing or desired), curious, inquisitive, thoughtful and probing, and passionate about health equity;
- Able to hold space for emergent conversations;
- Trustworthy and highly ethical, working in harmony with what is being voiced by participants of the process rather than through their own predetermined filters; imparts trust, integrity, sensitivity, is able to work with others with different perspectives;
- Open-minded, kind, encouraging, and sensitive to process;
- Fully present in interactions, in a way that makes stakeholders feel elevated, energized, and expanded;
- Capacity for deep listening, and recognition of what it takes to facilitate strategy development and transition that goes beyond simply understanding the field of philanthropy; and
- Care-centered, taking care of both the people and the process, and able to create and hold space for truthful, vulnerable and sensitive conversations.

Considerations

We aim to better understand and strengthen our understanding of culturally responsive care, particularly mental health, by learning from experts with on-the-ground experience, while also being mindful not to overburden grantee staff who are juggling multiple priorities.

Proposed Project Timeline

2026 Q1	Select and onboard external evaluation partner
2026 Q1	Kickoff meetings, discovery, and evaluation design
2026 Q2-3	Data collection and engagement with grantees and stakeholders
2026 Q4	Year 1 findings report and initial dissemination
2027 Q1-2	Continued data collection, deeper engagement, and validation
2027 Q3	Final analysis and participatory sensemaking sessions
2027 Q4	Final reporting, recommendations, and dissemination

How to Apply

As part of our effort to ensure transparency around our process for selection, we are offering optional office hours. If you are interested, please email smorales@stdavidsfoundation.org to schedule time.

Proposals

Proposals (not to exceed 10 pages) should clearly demonstrate the consulting team's expertise in understanding complex health outcomes, particularly in mental health among historically marginalized populations.

Proposals must:

- Describe your approach to this work, describe examples of the methods and activities you would employ.
- Provide concrete examples of prior work that illustrate your ability to evaluate or research health outcomes in these areas.
- Describe your approach to applying culturally responsive and equity-centered evaluation methods in contexts involving marginalized communities.
- Highlight any relevant publications, reports, or deliverables that show your capacity to analyze and communicate findings on mental health disparities. Please provide two examples. These can be shared in any format, such as reports, presentations, briefs, videos, podcasts, etc.
- Provide two references who are familiar with your work relevant to this project. Please include a brief description of your working relationship and contact information.
- Provide general ideas about how you would use your time and resources for this project. You do not need to provide a detailed or line-item budget, but please tell us about the types of fees and expenses you anticipate being a part of the project.

Proposed Budget

The anticipated budget for this 2-year evaluation work is up to \$150,000 and will be determined in partnership with the consulting team during the project design phase. Our proposed learning questions are exploratory in nature, and we do not want to overburden grantees with data collection.

Timeline

Submissions, including all requirements noted above, are **due no later than 5:00pm CST on December 1, 2025** via email to smorales@stdavidsfoundation.org. All submissions will receive a confirmation email. As you develop your proposal, feel free to reach out to the email above with questions and clarifications.

Selection Notification of finalists: **December 8, 2025**

Finalists' interviews: **The week of December 15 – 19, 2025**

Partner selected: **January 9, 2026**

Project Kick-off Meeting: **Mid-February**