

Health care in living color

2024 annual

IMPACT REPORT

MASHUP

Table of Contents



- 01 Message
- 02 Mission/Demographic
- 03 Values
- 04-11 Research/Programming
- 12-13 Global Impact
- 14-15 Financial Summary
- 16 Call to Action/Thank you!

Contact Info

Email us info@mashupnashville.org
Call or Text Us 615-475-7116

Website

www.mashupnation.org



A message from our village keepers.

Dear Friends and Supporters,

This year, we're marking eight years of MashUp!'s commitment to addressing health inequities and social injustices that impact the well-being of Black LGBTQ+ people! For eight years and with your help, we have brought lasting, positive change to our communities. Forever guided by our motto, "Healthcare in Living Color: Creating new pathways to health and community for Black LGBTQ+ people," MashUp! continues to envision a world where we can thrive in a just, unified, and empowered environment.

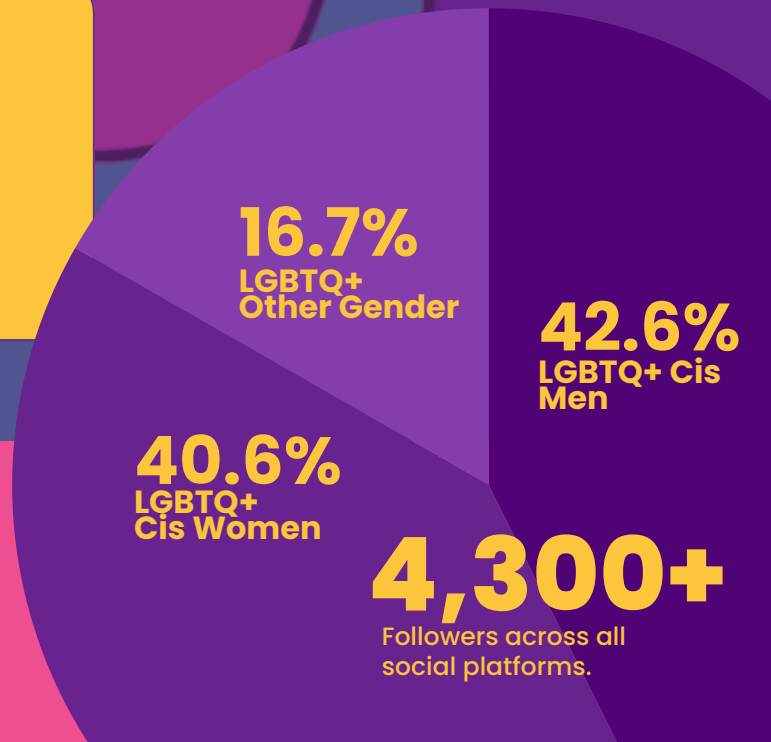
Through initiatives like MashUp! TV, the Wholiness Project, and our other programs that focus on sexual health, addiction support, and mental health, we equip our community with resources, advocacy, and connection. From supporting people in times of need to amplifying voices too often unheard, we believe in addressing health and social disparities holistically, sustainably, and inclusively. We invite you to partner with us in creating new possibilities for the future.

MashUp! Mission

Our mission is to address health inequities & social injustices that impact the well-being of Black LGBTQ+ individuals.

MashUp! Demographic

MashUp!'s impact is directly related to reported higher rates of discrimination and health disparity that Black LGBTQ+ communities experience. Our community faces double jeopardy within society because of the notion of double discrimination. MashUp! offers an outlet of hope through resources that explain and protect.



↘ MashUp! primarily serves BIPOC LGBTQ+ adults.

Demographic Age Range

18 ← ————— → 65
our core engagement range: 25-54

Why MashUp! is pivotal:

83%

of Black LGBTQ+ individuals reported that discrimination has negatively affected their physical well-being to some degree; comparatively 61% of white respondents reported the same (Mahowald, 2021).

86%

of Black LGBTQ+ individuals reported that discrimination has negatively affected their spiritual well-being to some degree; comparatively 69% of white respondents reported the same (Mahowald, 2021).

49%

of Black LGBTQ+ youth reported wanting psychological or emotional counseling from a mental health professional in the past 12 months, but were not being able to get it (The Trevor Project, 2020).

Our Values

At MashUp! we are dedicated to creating a world where LGBTQ+ people of color thrive in a just, unified, empowered, honest, and transparent environment. Our values guide every action we take and every decision we make, ensuring that our community is supported, respected, and celebrated.

+Justice

We are committed to ensuring fair treatment, access, and opportunities for all, actively working to reduce health disparities and social injustices that impact LGBTQ+ people of color. We hold ourselves accountable by regularly reviewing our policies, providing diversity and inclusion training, and tracking our progress towards equity.

+Unity

We foster a welcoming and safe environment where everyone, regardless of race, gender identity, sexual orientation, or background, feels included and valued. We build strong community bonds through team-building activities, safe space policies, and mentorship programs, creating a sense of belonging for all.

+Advocacy

We amplify the voices and leadership of LGBTQ+ people of color, encouraging self-advocacy and community involvement. Through advocacy training, community forums, and partnerships with other organizations, we work tirelessly to champion the needs and rights of our community.

+Honesty

We uphold the highest standards of honesty, ethical behavior, and responsibility in all our actions and decisions. Our transparent decision-making process, confidential reporting system, and ethics workshops ensure that we operate with integrity and build trust within our community.

+Clarity

We are committed to open and clear communication, fostering trust by sharing information and decisions openly with our community and stakeholders. Our accessible meeting records and diverse communication channels ensure that everyone is informed and engaged.

The WHOLINES PROJECT

Mission

To encourage participants to explore the intersectionality of their spirituality and queerness in a supportive community, free from judgment.

63.1%

of those raised in a religion said their religion is unfriendly to LGBTQ+ people (Human Rights Campaign, 2024)

54.5%

said their religious beliefs triggered feelings of guilt and shame when they came out as an LGBTQ+ person (Human Rights Campaign, 2024)

MASHUP

This program challenges religious dogma that dehumanizes LGBTQ+ individuals and seeks to redefine spiritual and religious spaces as inclusive and affirming. By recognizing the importance of spirituality in human connection, we aim to highlight its positive impact on mental health. Our goal is to uplift the intersection of queerness and spirituality while dismantling the shame, fear, and rejection often imposed by religious exclusion.

“I’m thankful for projects like The Wholiness Project and groups like MashUp! that I’m able to have these spaces to discover what it is about me that I love so much and how I can affirm that.”
- Charity (22)

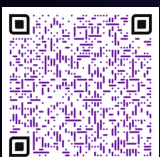
Program Feedback

80%

of surveyed participants “agree” MashUp! increases awareness & visibility of issues impacting Black LGBTQ+ people.

100%

of surveyed participants “strongly agree” MashUp! creates safe spaces to self-reflect/work through personal challenges.



Watch the Wholiness Project series on Youtube.



Learn more here:

Mindful MASHUP

Mission – The Mindful MashUp! Cohort Program helps LGBTQ+ identifying Tennessee residents improve their mental health by reducing addictive harmful behaviors through private and group therapy techniques over six months.

Mindful Mashup! Transformation Cohort



This program is pivotal due to the links between discrimination-related stress and tobacco use, as well as the higher prevalence of tobacco use in the LGBTQ community. Research shows that 42.5% of LGBTQ individuals experience high or moderate chronicity of everyday discrimination (MashUp!, 2024). Furthermore, 60% of the LGBTQ community has used, or currently uses tobacco products (MashUp!, 2024).

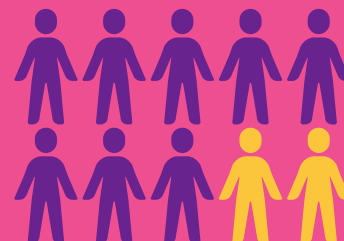
Our program aims to address and reduce the 81% of individuals who have a strong desire to quit, but face barriers that prevent them from seeking help, such as the 27.3% who feel providers will not respect them (MashUp!, 2024).

Between 2023 - 2025, thirteen program participants received a total of 200 hours of therapy, resulting in \$35,000 in client savings.



60%
OF LGBTQ+ USE OR HAVE
USED TOBACCO PRODUCTS

Data results from MashUp!'s 2023
LGBTQ Health Experiences Survey



**81% OF LGBTQ+ SAID THEY
WANTED TO QUIT "A LOT" OR
"MORE THAN ANYTHING."**

Data results from MashUp!'s 2023
LGBTQ Health Experiences Survey

**See MashUp!'s full 2023 LGBTQ
Health Experiences Survey Report**





LEARN

MORE

Mission – The EJRI Institute empowers Tennessee’s BIPOC LGBTQ+ community by building leadership skills and fostering bold, impactful change. Inspired by trailblazers like Ernestine Eckstein and Marsha P. Johnson, the institute offers business networking, skill-building workshops, a 12-week learning cohort, and life coaching. Together, these programs uplift past legacies and equip a new generation to lead confidently and drive progress.



Programming

MashUp! hosted our inaugural BIPOC LGBTQ+ business Networking event "The Mix" on Thursday April 11, 2024. Of the participants surveyed 100% said they “were able to make meaningful connections during the event.” 90% surveyed found value in our Elevator Pitch Workshop and

Speed Networking session and requested we host these sessions again. From those surveyed we sourced 3 participants who were interested in being future speakers, 3 new committee members, 1 mentor, and 4 volunteers. These results further illustrate our communities perceptive on the importance of building leadership skills and fostering bold, impactful change.

50

total professionals and students attended The Mix in April 2024.

100%

said they were able to make meaningful connections during our event.

90%

surveyed found value in our Elevator Pitch Workshop and Speed Networking session

Dining Dialogues

Mission – MashUp’s Dining Dialogues is a series of educational events tailored to create a safe and inclusive space for BIPOC LGBTQ+ individuals in the Nashville Metropolitan area to engage in conversations and storytelling about sexual health over food.

Sexual education is a fraught subject in this country. As a result, youth progress into adulthood uneducated about safe sex practices, preventative measures beyond abstinence, and sexual incompetence due to the omission of LGBTQ+ representation. This lack of education and language acts as a barrier to sexual health for this community. Through Dining Dialogues, we aim to create spaces that bridge this deficit, combat stigma, and empower health by facilitating professionally guided conversations. The following feedback is from a facilitated discussion surrounding HIV/AIDS.

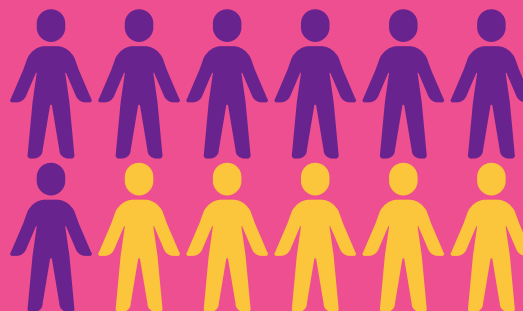
Maria

“The positive impact that community has had on HIV/AIDS populations – it is very important that the community has the support. As a young adult I also witnessed a good friend of mine that suffered with AIDS, and suffered in silence – if not for a few of us [there for them]. And so, I know the impact of community. So, I’m glad to be a part of MashUp!”



OUT OF THE PARTICIPANTS SURVEYED, 100% AGREED THAT COMMUNITY SUPPORT PLAYS A "VERY IMPORTANT" ROLE IN THE LIVES OF LGBTQ+ BLACK INDIVIDUALS AFFECTED BY HIV/AIDS.

⁷
WHEN ASKED, "HOW CONFIDENT ARE YOU NOW IN DISCUSSING HIV/AIDS WITH FRIENDS, FAMILY, OR IN THE COMMUNITY?" 56.3% REPORTED FEELING "SOMEWHAT CONFIDENT," WHILE 43.8% SAID THEY FELT "VERY CONFIDENT."





**LGBTQ+ OVER 50
SNAPSHOT**

2X

**MORE LIKELY
TO LIVE ALONE
(SAGE, 2018)**

4X

**LESS LIKELY
TO HAVE KIDS
(SAGE, 2018)**

59%

**FEEL A LACK OF
COMPANIONSHIP
(SAGE, 2018)**



Learn more here



Timeless Jewels

Mission – Fostering a sense of community and a supportive environment for LGBTQ+ individuals of color who are 50 years old and above.

LGBTQ+ seniors face unique challenges: they are twice as likely to be single and living alone, and four times less likely to have children. Additionally, 59% of LGBTQ+ seniors report feeling a lack of companionship, and 53% report feeling isolated from others (SAGE, 2018).

TESTIMONIALS FROM TIMELESS JEWELS EVENTS



“This insight resonated with me because it reframes aging as an opportunity for continued vitality, rather than a decline, emphasizing that nurturing both physical and sexual health is key to longevity and overall quality of life” - Anonymous event participant

**“YOUR PURE EXISTENCE DID SOMETHING FOR ME
BECAUSE I SAW SOMEONE OLDER THAN ME THAT FELT
LIKE A REFLECTION OF ME” - MILTON MEMPHIS**

These participant testimonials highlight MashUP!'s unique impact in bringing together LGBTQ+ individuals of various ages to celebrate their vitality and empower their future through interpersonal connections and intersectional experiences.

The Timeless Jewels meet up bi-monthly. Meetings are open to anyone that enjoy more mature environments. You don't have to be 50+.



MashUp! TV is our media platform dedicated to amplifying our mission through discussions, interviews, and storytelling that highlight the health disparities and systemic barriers affecting Black LGBTQ+ communities. Our goal is to document and share the unique stories of queer individuals, providing a space for meaningful conversations around the issues impacting their well-being.

By showcasing these narratives, we aim to bridge the gap between the queer community and those outside of it, reduce stigma, and preserve the rich history of LGBTQ+ people of color. Tune in for MashUp! TV, where we celebrate community heroes, explore critical topics, and drive meaningful change.

MASHUP! TV: ELEVATING THE VOICES OF LGBTQ+ PEOPLE OF COLOR



Five Star Reviews!

Strongly Agree

100%

MashUp! fosters a sense of belonging, community connection, and social support.

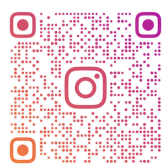
Agree

80%

MashUp! increases awareness and visibility of issues impacting BIPOC LGBTQ+ people.

Join the conversation on Facebook, IG, or Youtube

Every Monday @ 6:30 PM!



FOLLOW US ON IG:

FOLLOW US ON YOUTUBE:



All of Us – research

Mission – Research conducted in collaboration with the National Institutes of Health to engage at least one million participants from across the United States. The data gathered in this program will become a resource for researchers to conduct thousands of studies on health and disease.

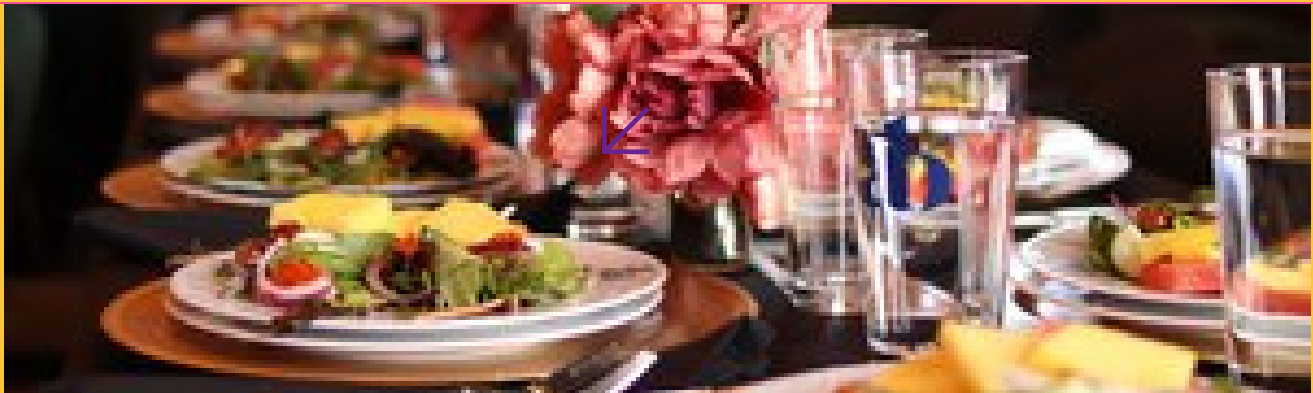
- Ongoing research aligns with MashUp!'s mission of addressing health inequities and social injustices that impact the well-being of Black LGBTQ+ people.



Giving Out Loud

Mission – The Giving Out Loud Brunch is our staple event, where we honor and celebrate individuals in our community who have contributed to advancing the well-being of Black LGBTQ+ people.

Because platforms are not always created for us within the Black LGBTQ+ community, we must create them for ourselves. Our honoree celebrations are a direct way to address inequalities in social justice as they relate to leadership, Blackness, and queerness. This event is our way of giving back to our community and serves as our largest fundraising event of the year.



COMMUNITY ENGAGEMENT

MashUp! is deeply committed to fostering community engagement and collaboration with organizations that align with our mission of addressing health inequities and social injustices for LGBTQ+ people of color. Through strategic partnerships, we amplify resources, expand outreach, and create inclusive spaces for empowerment and support.

Advocacy & Support Networks

- Trans Aid Nashville (TAN): Providing aid, community, and empowerment for transgender individuals in the greater Nashville area through mutual aid, advocacy, and direct support services.
- Street Works: Partnering to prevent the spread of HIV and offer care, education, and advocacy for those affected, focusing on communities at the highest risk.

Health & Wellness Initiatives

- Black Health Mental Village: Collaborating on community-led healing initiatives to address mental health disparities among Black and minoritized communities, ensuring access to culturally competent care and support.



Social & Cultural Engagement

- Nashville Black Pride (Sponsor): The importance of our involvement with Black Pride lies in our vision of empowering the Black LGBTQ+ community. Black Pride is also an opportunity to call attention to three critical and interrelated areas of equity: economic equity, social equity, and health equity. MashUp! curates events and community engagement to promote these ideals and support our mission of addressing social inequalities that affect the community's well-being.
- BLAQ Link: Supporting a dedicated space for 30+ Black lesbian and queer individuals to connect, build relationships, and strengthen their community.
- Nashville's Ballroom Community: Uplifting the legacy of ballroom culture by fostering safe, affirming spaces for Black and Brown LGBTQ+ individuals to express themselves, celebrate identity, and build solidarity.

Through these partnerships, MashUp! strengthens its impact, ensuring our work remains rooted in community, culture, and collective action.

MashUp! Global Impact:

3 GOOD HEALTH AND WELL-BEING



10 REDUCED INEQUALITIES



We aim to be a vital part of the global community by committing to Sustainable Development Goals (SDG) that shape our collective future. By driving **local change with a shared purpose, we extend our impact globally and build stronger partnerships** with organizations and stakeholders. Our focus on SDG3 and SDG10 aligns with global priorities, **ensures long-term sustainability**, and fosters a sense of belonging within our team. Our impact report reflects this commitment to these priorities and aspirations.

SDG #3: Good Health and Well-Being, by addressing disparities in health and promoting holistic well-being for marginalized communities.

SDG #10: Reduce Inequality Within/Among Countries, by empowering BIPOC LGBTQ+ individuals to overcome systemic barriers and achieve equity in all aspects of life.

The global community has already outlined areas of opportunity that our programming directly addresses. One example is:

“Collaborate with ministries of health, private healthcare providers, and insurers to improve sharing of (anonymized) healthcare data and advance e-health solutions to accelerate universal access to quality healthcare.”

Our collaboration and sponsorship in the All of Us research program directly address long-term solutions to disparities in the healthcare system for marginalized communities. We plan to amplify our efforts in this area to help meet this global goal.

Another opportunity highlighted by the UN is:

“Adopt equal opportunity policies prohibiting discrimination in all forms and encourage others in the value chain to do the same.”



We are and will continue to be dedicated to this goal both internally and externally through programs like the EJR Foundation, which empower LGBTQ+ individuals of color to overcome systemic barriers and achieve equity in all aspects of life.



Collaborating to improve communities' health, nutrition, attitudes, and practices in order to reduce morbidity and malnutrition. Programs like Dining Dialogues and Mindful MashUp directly address these goals by promoting holistic well-being for marginalized communities.

Supporting low-income areas to strengthen health systems using innovative technology and solutions. The Mindful MashUp! cohort program promotes accessibility to low-cost or free mental health resources for BIPOC LGBTQ+ Tennesseans, which directly supports this global priority.

3 GOOD HEALTH AND WELL-BEING



Our Alignment with SDG #3: Good Health and Well-Being

- Tackling health disparities by providing targeted mental health support, addiction recovery resources, and sexual health education.
- Reducing barriers to healthcare access, particularly for LGBTQ+ individuals in underserved communities.

- Key Achievements**
- Hosted 23 events in 2024, reaching 669 attendees with programs addressing mental health and sexual health disparities.
 - Increased confidence in discussing HIV/AIDS topics, with 43.8% of participants reporting being "very confident" post-programming.
 - Improved mental health outcomes for participants in the Mindful MashUp program, focusing on discrimination-related stress and addiction recovery.

- Future Goals**
- Scale mental health and addiction recovery services to reach more underserved populations.
 - Increase program retention rates by 10% over the next year.

10 REDUCED INEQUALITIES



Our Alignment with SDG #10: Reduce Inequality Within and Among Countries

- Empowering BIPOC LGBTQ+ individuals through leadership programs like the EJR Institute, which builds skills for advocacy and professional success.
- Addressing systemic inequities in access to economic, social, and health opportunities.
- Creating inclusive, affirming spaces for marginalized individuals through events like Black Pride and the Wholiness Project.

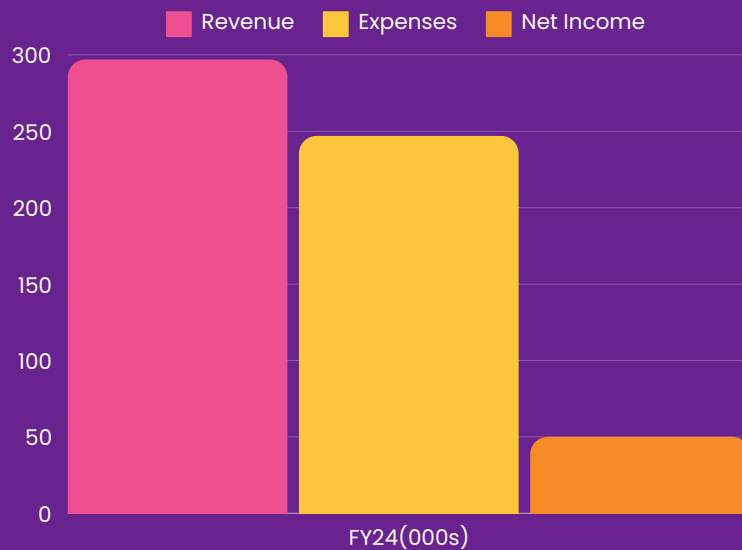
- Key Achievements**
- Supported 50 participants in leadership development through the EJR Institute, equipping them to drive change within their communities.
 - Increased inclusion and representation for LGBTQ+ elders of color, with 100% of Timeless Jewels participants emphasizing the importance of community support.
 - Partnered with national research initiatives, like All of Us, to amplify the voices of BIPOC LGBTQ+ individuals in health studies.

- Future Goals**
- Expand leadership training programs to double participation by 2025.
 - Develop partnerships with organizations addressing global inequalities for LGBTQ+ communities.
 - Advocate for policies that address structural inequities, leveraging data from programs like Dining Dialogues and All of Us.

FINANCIAL HIGHLIGHTS

As of December 31, 2024

STATEMENT OF ACTIVITY



\$297,326

Revenue

Revenue increased
43% vs. last year

\$247,245

Expenses

Expenses increased
32% vs. last year

\$50,081

Net Income

Net Income increased
>100% vs. last year

STATEMENT OF FINANCIAL POSITION

\$93,594

Assets

(+43% from prior year)

\$18,247

Liabilities

(-55% from prior year)

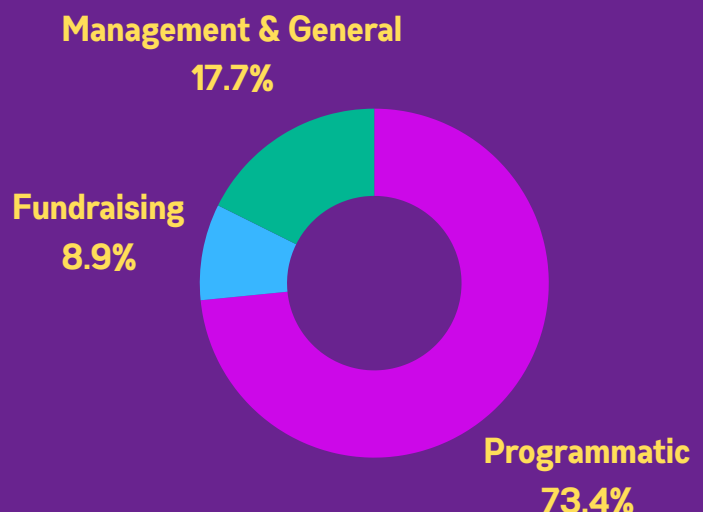
\$75,347

Net Assets

(>100% from prior year)

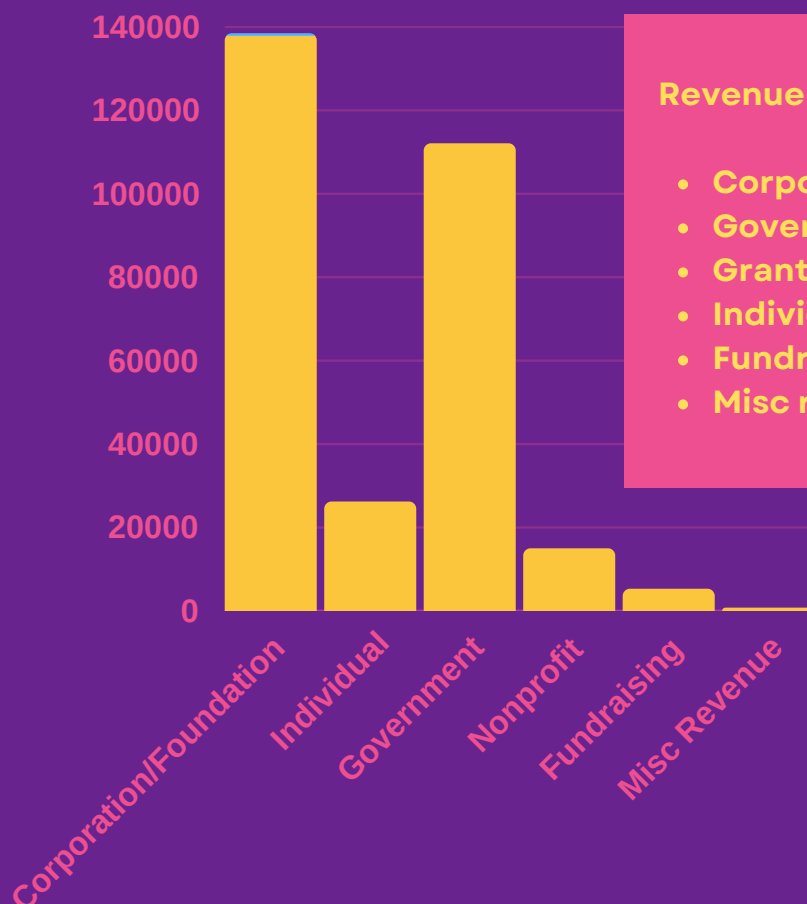
PROGRAMMATIC EXPENSES

~ 73% of total Expenses as of
December 31, 2024



FY24 REVENUE \$297,326

Revenue as of December 31, 2024



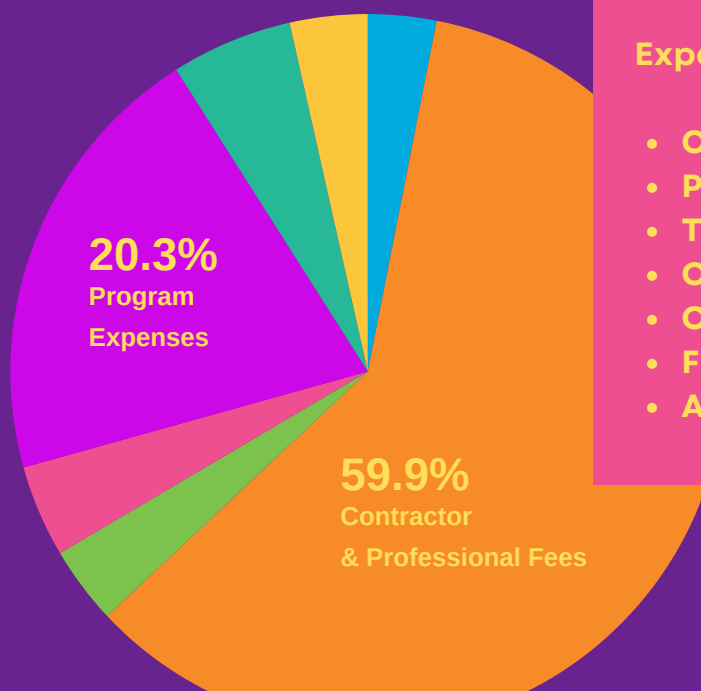
Revenue increased by 43% year over year:

- Corporate/Foundation contributions: \$137.9k
- Government grants: \$112.1k
- Grants from other non-profits: \$15k
- Individual donations: \$26.2k
- Fundraising income: \$5.3k
- Misc revenue: \$.8k

MashUp! has directly contributed \$147.3k to local minority/queer professionals/small businesses.

FY24 EXPENSES \$247,245

Revenue as of December 31, 2024



Expenses increased by 32% year over year:

- Contractor & Professional fees: \$147.3k
- Program Expenses: \$50k
- Travel & Meetings: \$13.5k
- Occupancy: \$10.2k
- Office & Supplies: \$8.7k
- Fundraising & Events: \$9.9k
- Advertising & Mktg: \$7.6k

Call to Action

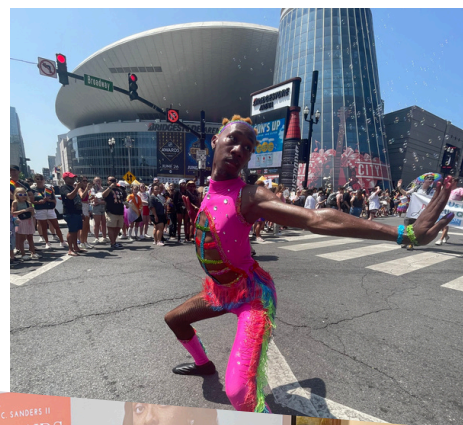
MashUp is committed to the health and well-being of the Black LGBTQ+ community, dedicating a significant portion of its nonprofit efforts to program research. A large focus of 2024 was dedicated to MashUp!’s participation in a state-funded grant focused on tobacco use prevention and control. Through this funding, MashUp developed the Mindful MashUp program, which provided counseling and programming to help participants quit tobacco use.

However, reports analyzing MashUp’s participation in this research highlighted significant financial hurdles that hindered MashUp!’s ability to participate to the level we had hoped. Traditionally, non-corporate entities face challenges in securing consistent funding –despite having the mission, infrastructure, and action plans in place, financial instability can severely limit an organization’s ability to fulfill its mission.

The purpose of this impact report is to illustrate the dedication MashUp! has to its mission, vision, and the importance of MashUp’s research and programming in order to attract and secure the caliber of funding that can ensure the organization’s long-term sustainability. By obtaining grants, private funding, and community donations, MashUp can support the community we serve without having to implement drastic cost-cutting measures to sustain operations. Budget constraints have previously forced MashUp to suspend services during its participation in the Tobacco Use Prevention & Control Program (TUPC) Community-Based Requirement, limiting data collection and program evaluation. Securing stable funding to prevent such disruptions, can also reduce the higher costs associated with recruiting and engaging new participants, which is critical for delivering effective services and continuing our vital research.

Beyond direct health services, MashUp is also a key investor in the economic health of minority and queer owned businesses. In 2024 MashUp! invested 59.9% of our back into the Nashville economy through contractors and professional fees associated with our programming and research operations. Through the EJR Leadership Program, MashUp has directly invested in the networking economy of Black LGBTQ+ professionals. Through our affiliates we have directly invested and engaged with multi-level, multi-sector local coalitions and community stakeholders, and through our research we have directly contributed to the furthering of life saving data for a population that has historically been marginalized.

The current political climate and the rise of discrimination towards Black LGBTQ+ people in America and beyond holds unique challenges in our ability to secure funding. Your financial support is pivotal in sustaining MashUp and the community it serves. Contributions directly impact the health and well-being of a historically marginalized population while also addressing critical gaps in minority research. The systemic marginalization of Black LGBTQ+ individuals can only be remedied through organizations like MashUp, which are uniquely equipped to understand these disparities and provide direct access to support and solutions.



Support MashUp!’s Mission Today! Donate Here:



Thank you for your continued support!