

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.

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 EJF 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.