# The JioSaavn family stands firmly for equality, for justice, and for brave dialogue in these defining times.

As a global company, our hearts are jointly in India and the United States.

We believe we are bound together as human beings for the short time we are all together on this beautiful planet.

We believe that diversity of religion, race, politics, and partnership are the very foundation of healthy and fulfilling lives.

We have taken some time to listen. To deeply think about the pain, unfairness, anger, and sadness that is being felt this past week in the United States and earlier this year in India. The hard truth is that it's felt daily and has been for years.

It does not matter what event or experience it takes to open your eyes to the pandemic of hate. Once eyes and ears are opened, we have to listen and take action to change, starting with ourselves.

We started our internal dialogue with the entire company talking together earlier this week. I'm sharing my notes verbatim below. We chose to get our collective thoughts and feelings together in our own home before sharing externally. We have been intolerant of hatred of any kind since day one.

We believe love rules and voting is essential.

We believe everything is about what we do, not just what we say. We are taking internal actions to further tune our organization and our behaviors to be more responsible and accountable.

We will improve the balance of artists we work with and the programming of all artists to better serve the underserved. This will come to life in our processes and products.

We are inviting all of our team members to donate one week of their salary or their valuable time to organizations that are leading the fight for real change.

We have listed a few here:

| Global | India | USA |
| --- | --- | --- |
| UN Human Rights Fund | Humsafar Trust | ColorOfChange.org |
| Minority Rights Group Intl. | OurDemocracy.in | ACLU |

We are united as a diverse team of individuals who proudly represent every race and religion.

We remain committed to do better.



Rishi Malhotra
CEO & Co-Founder, JioSaavn

# JioSaavn All Hands

## Week 11: June 2nd, 2020

We are far away from being just music executives and professionals.
We are doing our best to listen and lead

2020
It started with a pandemic. It's now a revolution.

**1/ Pride**
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June is PRIDE Month, and JioSaavn is excited to celebrate again this year.
The worldwide celebration of LOVE should remind us of what matters most.
We are doing many things this month from celebrating with our logo and social platforms, MadeByPlaylists, and collaboration with community leaders who will be hearing from this month.
Everyone is and should feel welcome and understood here.
Diversity is what made this company and brand into what it is today. And what we will be tomorrow.
Thank you all for that.

**2/ George Floyd**
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- 4 days ago, Trevor Noah put out an 18 minute video….he talks about society and what it means...
- "The Social Contract"
- Relationship amongst each other
- Relationship with authorities
    - In which case can you murder somebody, on video, for nearly 10 minutes. And only get fired.
    - Amy Cooper in Central Park, using the phone call to the cops as a weapon, instead of a shield.
- We are built on differences. It's the scaffolding that pieced together the country.
- We are a world built on diversity. Race. Religion. Sex. Political alignment.
- When it comes to Black Lives Matter. Every time we have to re-declare this (and we do this yearly) it's clear we have just not grown in 100 years

- Watching for the last 7 days
- Protests turned to riots.
- Riots turned to crimes.
- All of this turned into a world leader tear gassing peaceful protestors to announce law and order with military rule.

- Anger and hate are constant since the beginning of time. However, they are far worse when modeled at the top of government or organization.
- Born in thriving times, we naively expect that generations before us handled the big issues. That "those things" are in the past.
- But no, the issues are worse than ever.
- Because we should have learned from the past.
- Be better educated. More aligned. More understanding. More unified.

- Where do people feel safe? The places we live are not safe.
- You have to watch the daylight and sunset times.
- You see NYC. LA. Atlanta. Chicago….wait, I've been on that street. I've eaten there. I work there.

**The COVID-19 pandemic is a moment. We know that.**
**Hate has been the longest running pandemic. We forgot that.**

That video I mentioned above, has 284k likes and 8,300 dislikes on YouTube, 38,000 comments. There is necessary conversation and dialogue.

**3/ Our First Principles**
People first.
As a company, we pledge zero tolerance. We live by that. We have acted accordingly when any hate related views have surfaced.
We will continue.
We are a safe place, for all races, all religions, all sexual orientations, for anyone who wants to do great work with good people.
Music Industry Blackout Tuesday. Why we didn't do it...

- Who needs another day off?
- We need to add a day
- Why not a Solidarity Sunday to work on the community

**4/ Resolve**
What is the solution? I don't pretend to know.
Do nothing? That does not seem right.
Do everything? I don't understand it all.
We know it starts with us.

- Listen & Understand
- Watch and actually Feel what hurts
- Formulate your own thoughts; not just be fashionable
- Change something about ourselves

Hearts are heavy. Things are confusing.
Our generation has never mattered more.
I remain sad.
But motivated to do better.