

EXHIBIT A

Message

From: María Grand [redacted]
Sent: 11/16/2017 10:45:23 PM
To: Steve Rowland [redacted]
Subject: Re: letter

Hey Steve,

Thanks.

I only entered (and even had the thought of entering) a relationship with Steve Coleman because he was so insistent. It was not my idea. I didn't go into lessons with him thinking he was attractive. I went into lessons with him thinking he was great and being drawn to his knowledge and musicianship - not trying to have a relationship with him.

I never propositioned him nor would have wanted to. He's the one who insisted. He insisted for two years before I said yes to anything. It was not a decision I made out of happiness, it was a decision I made because I felt I had no choice. My resistance was broken down little by little. He held knowledge as a dangling carrot in front of me and made me feel that I had no choice but sleep with him in order to become a good musician.

I hope my letter makes that clear... I never *wanted* to be in a relationship with someone that much older than me. It wasn't something I was craving. But once I became intimate with him all the lines blurred and I felt that I needed him, and I fell for him. I wish I hadn't; I wish I had more courage, more support, more options, and didn't go through that. Anyways, after I started resisting his advances, it was only harassment and coercion. I want to stress that again. After September 2013, all I was is harassed. It's a long time to be harassed. I made it clear many times that I wanted him to stop propositioning me, and he didn't care. I'm highly annoyed that this was not more clear in my letter and that you felt the need to stress that relationships should be kept out of work. This isn't about relationships. It's about abuse and harassment.

My phone isn't blowing up. Most people don't really want to talk about this. They'd rather turn a blind eye, even when presented with the evidence. It might be more comfortable for them to do so. I don't know. I think a lot of people don't have any kind of courage, unfortunately. Any kind of change frightens them. And this is me being nice, I'd rather not say exactly what I think in an email.

I really strived to make this letter as impartial as I could but now I kind of regret that. I think it might have put too much responsibility on myself. I was really young and clueless and easy to manipulate. This isn't my fault nor my doing - and I'm not saying that's what you're saying but I want to stress that. I was manipulated, abused, and harassed. That's just the truth, ugly but real.

People in the music world are going to do whatever they're going to do... To be honest I'm tired of this scene anyways. I see through people's hypocrisy. I'd rather do my own thing and play music that's more meaningful to me anyways. After all, I'm not so interested in being a part of the boys' club. I've seen it from the inside and it's not that deep.

Thank you for being an example of something different, for being a good family man, for being a good person. We need more people like you.

Peace,

María

On Thu, Nov 16, 2017 at 3:08 PM, Steve Rowland <[REDACTED]> wrote:

Hi Maria,

I just read the letter in detail.

It is stunning.

It contains so much honesty - and so much pain.

Maria - you are so amazing and so wonderful. This is all so brave.

I don't think you should be worried about repercussions. I think you will have two camps of people — those who honor you, 'see' you and admire you.

And those who think you opened a door you shouldn't have and 'bit the hand that fed you'. They can drop dead.

You have just carved out a clear path for yourself. Stay in the light!!!! Stay with those people who adore you for YOU - your brains, your talent, your spirit - not your body - You will actually have it easier now because you should be able to see who sees your true self and your true spirit. Insist that people deal with you holistically and professionally.

I think the short answer is that people need to separate personal from professional arenas.

I learned a lot about this from watching my father. My father - who just died in March at age 91 - was a remarkable man.

A brilliant neuro-scientist — chairman of the Neurology Dept at Columbia for many years -and an educator, author, editor, scientist and more.

He was also stunningly handsome - like Gregory Peck, and a socialist type who spent his whole life trying to make the world better —and opening up the world of medicine to women and minorities for decades - even down to changing the language doctors use to describe patients of different backgrounds.

Why do I bring him up? Because he had very strict moral codes - and as a teacher, he would never cross the line and enter into relationships with his students.

They were young women who admired him, looked up to him just like you did with Steve — and also thought they might get ahead in their careers if they were intimate with him. And he was a guy - he noticed every cute and brilliant woman who became his student - I just know he did.

So he had strict boundaries - no hanky-panky. Period. End of story.

"This is a professional arena - and it will stay professional." if not - get out. Each person is to be judged on their merit, what they know.

Always professional.

And in a medical school, hospital setting it is much easier to monitor all of this - than in a small jazz ensemble on the road.

I totally understand why you fell in love with Steve - he is a remarkable person and had so much to teach you. And, as you write, you were totally flattered that he would pay attention to you.

but wouldn't it have all been easier -for both of you - if he had drawn strict boundaries and told you to get a boyfriend your own age - and read books with him, lie in bed holding each other and listening to Coltrane and Cecil Taylor and Sly and the Family Stone— reading Joyce, and Shakespeare and Neruda? That is what brilliant 17 year old girls should be doing.

I taught at a college last year near Seattle and I had classrooms with 55 students. And a lot of very smart and very attractive young women. I made it very clear to each of them that I was off limits in any romantic way - and that I am happy with my woman - and that they were safe coming and talking to me about their lives. I saw one after another who had been victims of sexual abuse and confusion - crappy relationships - some were veterans who had suffered rape in the military - some were just beautiful young women who had chosen awful guys. I'm not sure why so many women are drawn to men who are mean and totally self centered.

This is why it is so important to have a clear definition of professional vs personal spheres. If Steve wants to be sleeping with young women, they should not be women he is teaching or in his band. It can only lead to drama and pain. I can certainly see the attraction - the intimacy, the knowledge -even just the traveling and exhaustion.

I also teach in prisons. And before we are allowed to enter the prison we have to take classes in sexual harassment. It is made clear that prisoners can NEVER enter into consenting relationships because they are desperately needy - for attention, or drugs, or communication, or whatever. and it is made clear that any teacher - man or woman - who enters into a physical relationship with a prisoner is committing a FELONY. Period. And this keeps everything running smoothly and keeps people safe from abuse and harm.

Adult men should be adults - and have adult relationships. Adult men should not be sleeping with students, with people underage, and taking advantage of women who feel that they need this man. Adult men should have healthy relationships in their personal lives. They can be monogamous or polyamorous - who cares? That is up to them. But not with students, not with people too young, not with people desperate for attention. If Steve doesn't want to get married and have a real long term love relationship that grows over time, that is his business - but it is too 'convenient' to take advantage of young women who admire him and want to learn from him.

I learned from a good man. A great man.
I drew those strict boundaries with my students -and it was good for them -and good for me.

The scariest part of your letter is that you became suicidal. This is really important to be open about and get out of the shadows.

You entered a kind of dark place - and there were demons lurking - telling you not to be square -and to satisfy them - this is an old trick -
Even Shakespeare wrote about it (we have to talk about Measure for Measure sometime)

It is not your fault - your talent got ahead of your youth and you were not in a protected setting like a college or a medical school.
You didn't have the men looking out for you that you deserved.

One of Steve's problems is that he doesn't have children. Men who have daughters are much wiser! I am lucky to have a wonderful daughter.
But some men, too many, are just totally fucked up and won't change. We all have to be wary of them - they fuck up the world.

Your phone and email must be blowing up.
I'm here if you want to talk — sooner or later - it doesn't matter.

with admiration,
Steve

On Nov 15, 2017, at 11:27 AM, María Grand <[REDACTED]> wrote:

Hey Steve,

Thanks. Yes you can share it with Sumi. She's great. I met her this summer in Philly, we were both teaching at the Kimmel Center.

Can you please share this version of the letter? It's slightly amended. Someone told me that when they told me to "take one for the team" it was a miscommunication so I removed that from the letter (although the general lack of support is still unchanged).

Peace,

María

On Tue, Nov 14, 2017 at 8:03 PM, Steve Rowland <[REDACTED]> wrote:

María,
this is very brave!

May I share your letter with my good friend, the pianist Sumi Tonooka? You should meet her sometime.

I am so impressed with you.
I'm sorry to hear it all.
It is a terrible story.

After spending a year teaching college students last year, I think it is really important for men in positions of power (at any level) respect themselves enough (as well as their mothers, daughters and all women) to draw the line --and take those positions responsibly. Young women have so much to go through. Men have to learn to think from places other than their lizard brains. We have higher consciousness for a reason!

This behavior is unconscionable.

I'll read your letter again - and write to you in a little more depth soon.

Peace & Love,
Steve

On Nov 14, 2017, at 8:57 AM, María Grand <[REDACTED]>
wrote:

Hey,

There's been lots of talks about sexism in the music industry. I wrote a long letter about my experience with it. It's attached to this email.

If you have time please read it. It's not public at the moment because it's legally dangerous for me to publish this (even though I've removed any mention of names), but I need people to know what's up. The content of it is definitely triggering so please don't read it if you are not in an emotionally stable place.

Feel free to do whatever you want with the information that's in this letter. It's not a secret. But please don't forward the actual letter to anyone. If you think I should send this to someone, email me and I'll do it.

I'm sending you this so it can be the start of a larger conversation about what's acceptable and what's not. Personally I'm doing okay and I don't really need moral support and although I'll happily welcome it if that's what you feel, I'm definitely not looking for pity. What I do need is for awareness to be raised on this huge problem. This isn't just something that happened to me. You can bet something similar, although hopefully not as bad, has happened to almost every woman musician you know.

I really think the whole music community can do better and I'm sending it to you because it's important personally for me that you read this and also because your voice counts and what you think matters.

This might end up being public at some point, but I have to make sure it's done in an effective way and that I protect myself too. So for now, I'm only sharing it with people privately.

Peace,

--

María Grand
-saxophonist, composer, educator
mariakimgrand.com

<On Sexism.docx>

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María Grand
-saxophonist, composer, educator
mariakimgrand.com

<On Sexism.docx>

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María Grand

-saxophonist, composer, educator

mariakimgrand.com

EXHIBIT B

From: mbase <[REDACTED]>

Date: Sun, 17 Jul 2011 08:28:14 -0400

To: Maria Kim Grand <[REDACTED]>

Conversation: chicago

Subject: Re: chicago

I can't stop thinking about you cave woman. So, of course I want you to stay with me.

on 07/17/2011 05:44, María Grand at [REDACTED] wrote:

I don't care about where I stay. Wherever there's a bed is good. I don't mind sharing your room.

EXHIBIT C

- mbase1235 9/30/2011 2:12:56 AM
OK, get some sleep my beauty. I will let you know about the tickets.
- mbase1235 9/30/2011 2:13:03 AM
It's just you coming?
- Maria Grand 9/30/2011 2:13:27 AM
Well, would be nice if it was my Mom too, but whatever is possible.
- Maria Grand 9/30/2011 2:13:55 AM
however you wanna set it up.
- **Maria Grand 9/30/2011 2:14:23 AM**
She won't gravatte you, you're high in her esteem now, I made you look a whole lot better. (*gravatte is our code word for "hating on someone"*)
- **mbase1235 9/30/2011 2:14:29 AM**
I'll see about your mother also. That will be awkward, but I can deal with it. I know she probably hates me, thanks to you prejudicing her mind against me over the years.
- **mbase1235 9/30/2011 2:14:36 AM**
I doubt that Maria!
- **mbase1235 9/30/2011 2:14:50 AM**
How could you just change all those years of bashing me?
- Maria Grand 9/30/2011 2:14:54 AM
hahahaha
- **mbase1235 9/30/2011 2:15:03 AM**
When you 'thought' that I was forcing you to do things?
- **Maria Grand 9/30/2011 2:15:32 AM**
This is not true! I've always told her how grateful I was to be hanging around you and how much I was learning.
- Maria Grand 9/30/2011 2:15:47 AM
And what I think about you as a person - which has been positive in the balance.
- Maria Grand 9/30/2011 2:16:18 AM
We had long conversations about our relationship (you and I) and I really tried to explain it better.
- Maria Grand 9/30/2011 2:18:00 AM
And she's crazy anyways. She's very liberal. But, she also believes that you care about me and that you will keep hanging even if we aren't intimate, and that's what really made her

say "ok, actually he's cool". And then she loves your music, we listened to some of your records today and she said she'd like to meet you.

- Maria Grand 9/30/2011 2:18:49 AM
She's laid back, it will be cool whenever you meet her.
- **mbase1235 9/30/2011 2:19:01 AM**
Well, this seems a little different than the image that I had before, of what you told me.
- **mbase1235 9/30/2011 2:19:03 AM**
I always thought that you told her that I was forcing you, so that you could avoid responsibility for your own actions, and look like an angle in your mother's eyes. That is just my opinion.
- **Maria Grand 9/30/2011 2:19:18 AM**
I told her that I wanted to look innocent and that it was the reason why I said you were forcing me too.
- **Maria Grand 9/30/2011 2:19:36 AM**
But I didn't tell her that you were forcing me all around !
- **Maria Grand 9/30/2011 2:20:03 AM**
I told her that I wanted to experiment, that it was my will and everything. The only time I told her that I was being forced was after Chicago.
- **Maria Grand 9/30/2011 2:20:27 AM**
And i was talking about one specific time where we had sex - and she didn't even really believe it or react.
- mbase1235 9/30/2011 2:20:45 AM
what is 'punctually'?
- mbase1235 9/30/2011 2:20:49 AM
what does that word mean?
- Maria Grand 9/30/2011 2:20:57 AM
Only once.
- mbase1235 9/30/2011 2:21:01 AM
OK
- **mbase1235 9/30/2011 2:21:09 AM**
well, so, how can you just change it now, and she believe you?
- Maria Grand 9/30/2011 2:21:13 AM
Let me correct myself, I didnt express myself well

- Maria Grand 9/30/2011 2:22:06 AM
please go back up and re read my last few messages
- **mbase1235 9/30/2011 2:23:10 AM**
when did I force you to have sex with me Maria?
- **Maria Grand 9/30/2011 2:23:16 AM**
Never.
-

EXHIBIT D

On Wed, Nov 15, 2017 at 9:12 PM, María Grand <[REDACTED]> wrote:
Vijay - can you also include Imani?

[REDACTED]

Thank you :)

María

On Wed, Nov 15, 2017 at 1:09 PM, Vijay Iyer <[REDACTED]> wrote:

Hi María. I hope you're doing okay in the immediate aftermath of this letter. I'm sure that it's shaken a lot of people, even from the limited way that you've shared it. I had a head start so I've been sitting with some of this knowledge for a while, but I don't know how these other folks feel about it.

With your permission I'm going to write to everyone on this list together. I think it's important that we acknowledge each other, and discuss. We don't have to involve you in the discussion, unless you want to be a part of it; frankly, I think it's better that you just focus on taking care of yourself right now. But I think the rest of should discuss (1) how to protect you from recriminations, and (2) what an effective and appropriate community response might be.

Is that all right with you?

Best wishes,
Vijay

On Tue, Nov 14, 2017 at 1:22 PM, María Grand <[REDACTED]> wrote:

Thanks V. That's a good idea. I wasn't sure how to proceed. Here's who this has been shared with:

- Aaron Parks <[REDACTED]>
- Rajna Swaminathan <[REDACTED]>
- Anjna Swaminathan <[REDACTED]>
- Tamar Sella <[REDACTED]>
- Steve Rowland <[REDACTED]>
- Stephan Crump <[REDACTED]>
- Roman Filii <[REDACTED]>
- Damion Reid <[REDACTED]>
- Kevin Sun <[REDACTED]>
- Rob Saffer <[REDACTED]>
- Michelle Mercer <[REDACTED]>
- Mark Turner <[REDACTED]>
- Dan Weiss <[REDACTED]>
- Matthew Mitchell <[REDACTED]>
- Matt Brewer <[REDACTED]>
- Jen Shyu <[REDACTED]>
- Okkyung Lee <[REDACTED]>
- Matthew Garrison <[REDACTED]>
- Ralph Alessi <[REDACTED]>
- Adam O'Farrill <[REDACTED]>
- Anthony Cheung <[REDACTED]>

I'm not 100% sure why I shared it with these particular people. I just sort of picked people that I trusted and who are somewhat close to me. I also shared it with Jaleel Shaw via Facebook messenger, he read it yesterday, and with Doug Hammond.

Rob Saffer suggested that this be published in a newspaper anonymously. I don't know, maybe that's a good idea.

EXHIBIT E

www.jenshyu.com
2016 Doris Duke Artist
2017 Downbeat's Rising Star Female Vocalist
2016 MAP Fund Grantee for 50-state US tour
2011 Fulbright Scholar to Indonesia
2007, 2009, 2014 Asian Cultural Council Fellow

On Nov 17, 2017, at 5:06 PM, Stephan Crump [REDACTED]

Dear All,

I really appreciate your responses and have been sitting with all this a lot since receiving the letter.

Regardless of our various opinions about x and whether or not he should be "punished" (even if that were our purview, who among us is in such a position of power?), to me, right now, it seems to boil down to two imperatives, both of which I believe should be considered and acted on *regardless* of who x is.

1. protecting and supporting María as we can
2. making sure further predation from x does not occur

The first seems obvious and simple for the time-being but will certainly grow more complicated as this comes out...and I believe it should and will, although I of course support allowing María to take the lead on that.

Regarding the second, we cannot unknow this story, and who among us doubts any of it? That creates a moral obligation that doesn't seem vague to me.

Especially to you guys in the room, who hasn't been privy to stories about x which make allusion to perhaps decades of related behavior? That just happened at Banff last summer, as a longtime collaborator of x, upon hearing of María's emotional troubles and how they might relate to her experiences with him, gave a saddened, knowing head shake and made clear that he'd seen this many times before.

This letter gives painful detail to some of the specific ways such rumors can play out in reality. Too often, stories of such predation are accepted as part of the package deal with high-achieving super-alpha male artists. Once we are confronted, though, with detail regarding the kind of emotional, physical, spiritual, professional, and creative damage this can leave with its victims, how can we continue to just shake our heads? That feels like complicity to me.

There are many illuminating articles going around, but this recent op-ed by comic Laurie Kilmartin speaks of numerous professional ramifications of this for women <https://www.nytimes.com/2017/11/10/opinion/sunday/louis-ck-harassment.html>. And when we consider the professional barriers and difficulties this behavior can create for our sisters, and if we pretend to care about our art and all it might offer, how can we be ok with their voices being shut out? It's our loss, too...everyone's.

I'm open to hearing more detail on how we can protect the daughters of his current collaborators or any young women in the future *without* naming names. But for now, I remain skeptical. Knowing what we know, I do feel we have a moral obligation to name names in this case, and it's just about how to manage that in a way that causes the least longterm damage to María and her prospects for a healthy career and relationship to music.

My best to you all,
Stephan

On Nov 17, 2017, at 10:40 AM, Dan Weiss [REDACTED] wrote:

Hello All

I support Maria and I do not condone X's type of behavior. I think that all the discussions recently are great in making small changes in the way people think and act. That being said, I think we should take Maria's lead on outing x. Based on her letter I feel like it's her call, not ours. Maria is going through a healing process right now and we don't know where she'll find her closure. I think by default this e mail chain and the discussions that make their way outside of the chain will lead to change and will also lead to x's work to diminish, x's circle to shrink, and maybe even more. But the discussion should be larger, beyond outing x. It should be about raising awareness, and more importantly, erasing this kind of abusive behavior in the music workplace and in all workplaces.

Warmest,
Dan

On Thu, Nov 16, 2017 at 4:41 PM, MICHELLE/R MERCER <[REDACTED]>

Hello, everyone,

Though in many ways the identity of this man shouldn't matter, I don't know who he is, and that affects my ability to add anything of value to this conversation. María contacted me because I've written about sexism in jazz, but I don't have the pleasure of knowing her. Agree that we should be prepared to stand behind María. If she goes public, there will be much fallout for her to endure, whoever it is.

Michelle
Sent from my iPhone

On Nov 16, 2017, at 2:16 PM, Anthony Cheung <[REDACTED]> wrote:

Hi everyone,

EXHIBIT F



Jun 5, 2018, 1:23 PM

So is Steve pursuing a lawsuit against you?

No

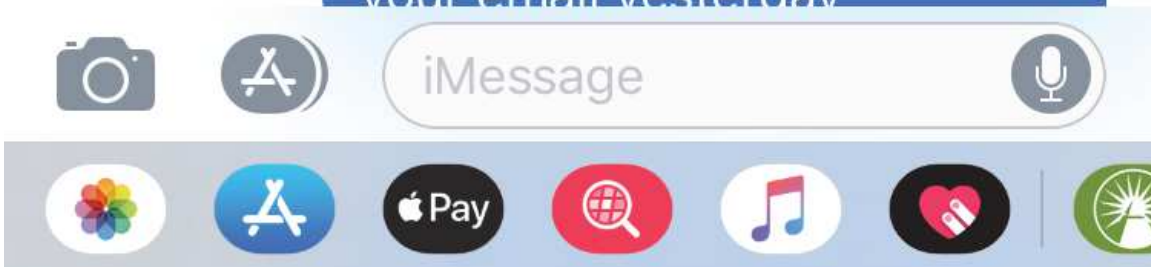
Ok. So what do you want me to do?

Do you want to speak to the NPR reporter.

I need to wait to hear back from my lawyers tomorrow or past, I might sue him, or do something else. Once I know that I'll be able to know what to do with the journalists. Ok?

ok sure

I just didn't totally understand your email yesterday





I just didn't totally understand your email yesterday

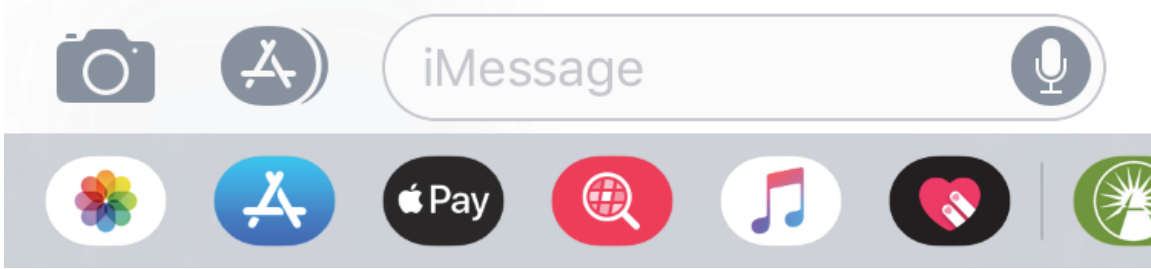
Jun 6, 2018, 9:27 AM

Can you put Alex Ariff from WBGO Jazz Night in America on the list at Dizzy's tonight? I know it's not your gig but I invited people based on the fact that you are in the band. He did your thing on NPR for Songs That Public Radio Can't Stop Playing.

Heavy Rotation or whatever.

Yea! Of course

So please remember to do that. Can you mention to Joel now or should I ask the manager at Dizzy's





phone in the next few days?

Thu, May 30, 4:21 PM

I really need to be in touch with your attorney or at least know who they are.

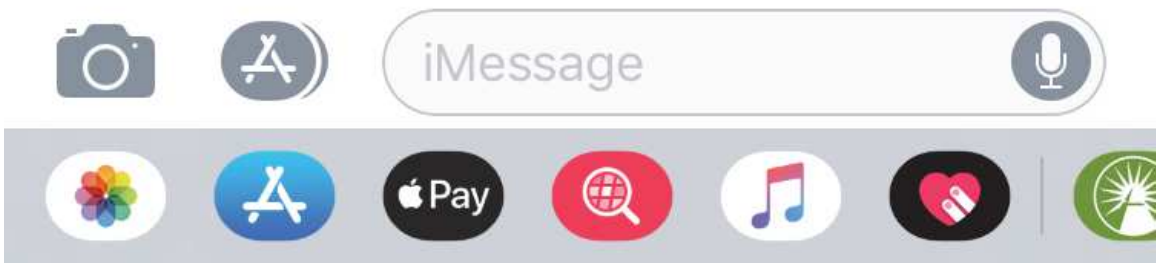
Hey Matt so sorry I just saw your message.

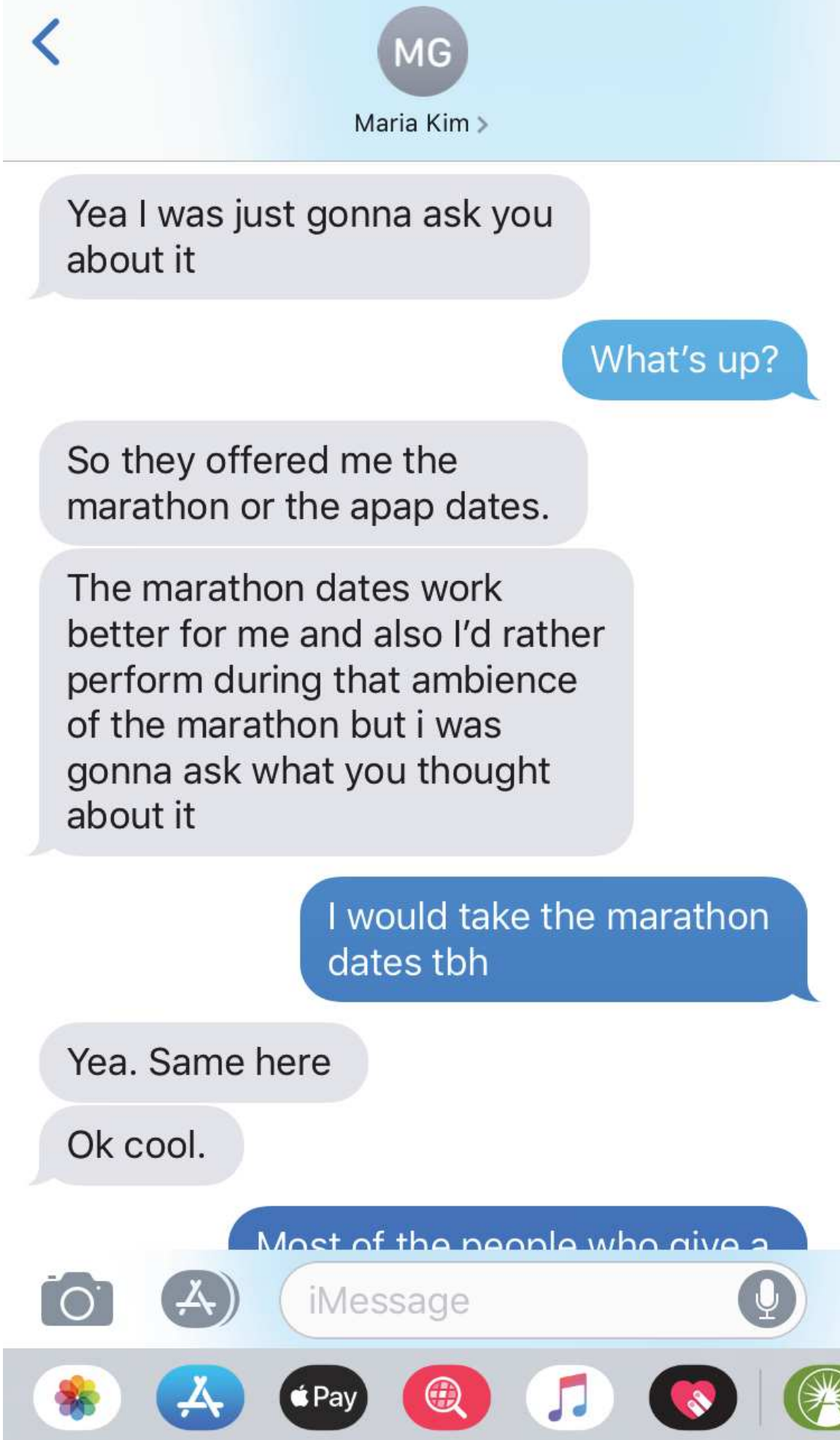
Yes I can talk and also I am forwarding you now my attorney's information via email. Mackenna is her name, she is available to talk to you on the phone also.

Thanks

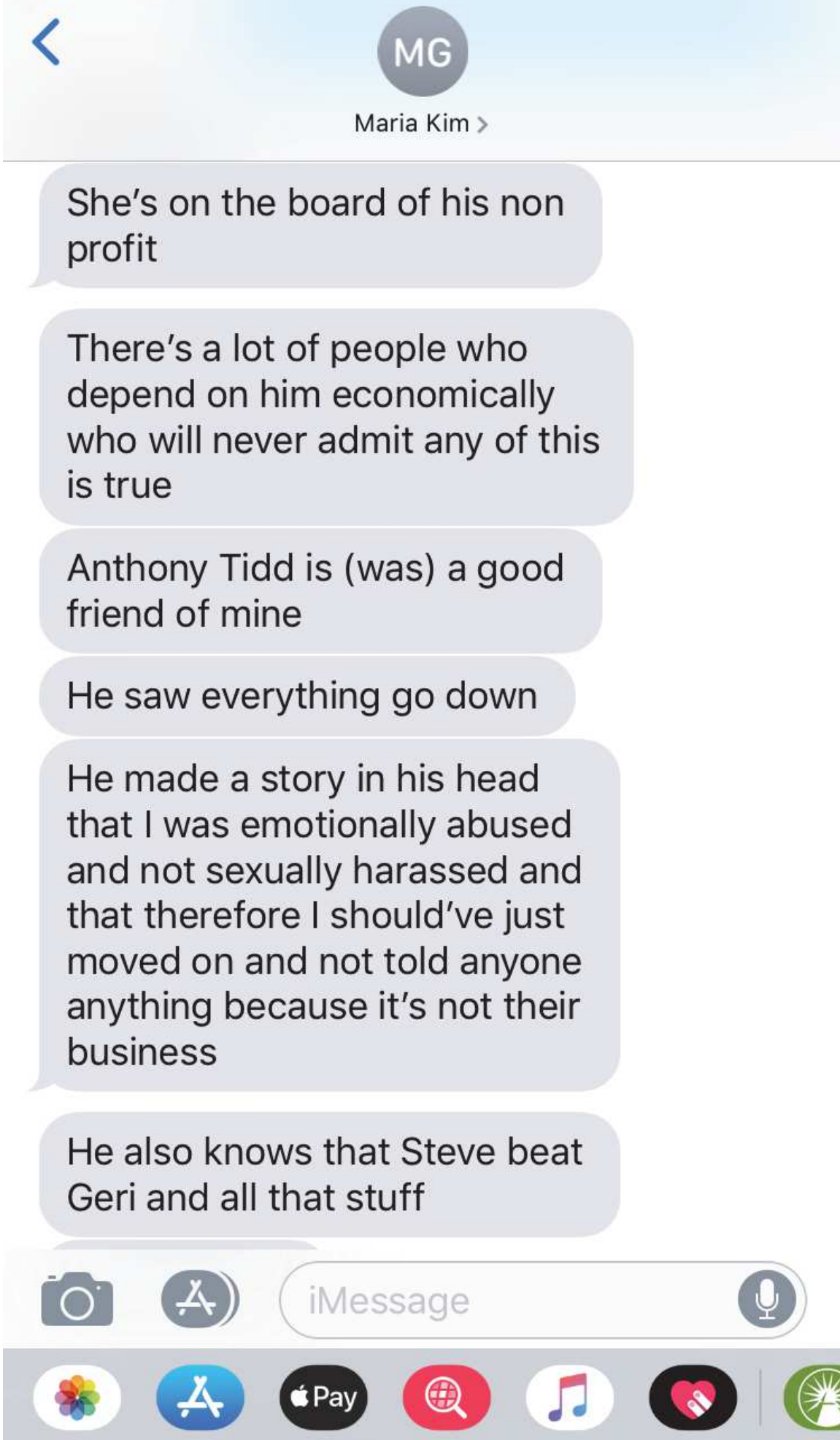
Please send it ASAP. I received a subpoena.

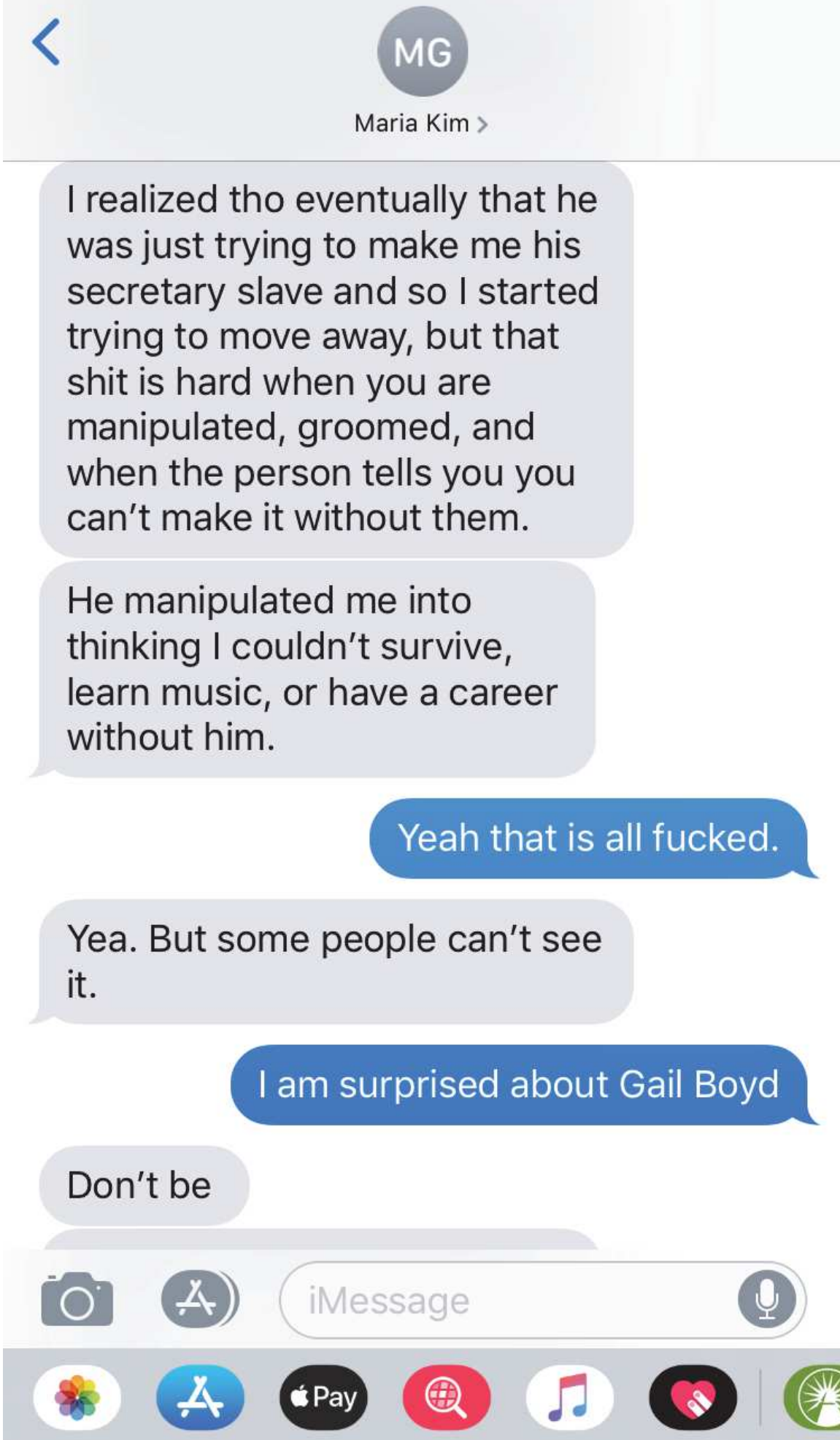
Delivered













Along with Gail Boyd, Sophia Wong, etc

Before the manipulation started.

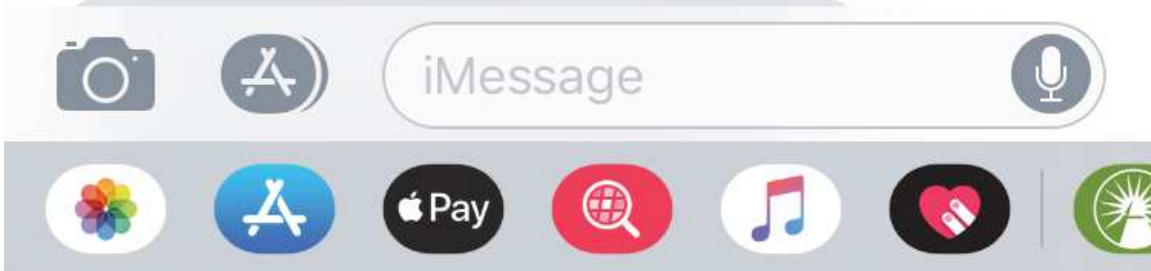
I did. Everything I wrote in my letter was authentic and sincere.

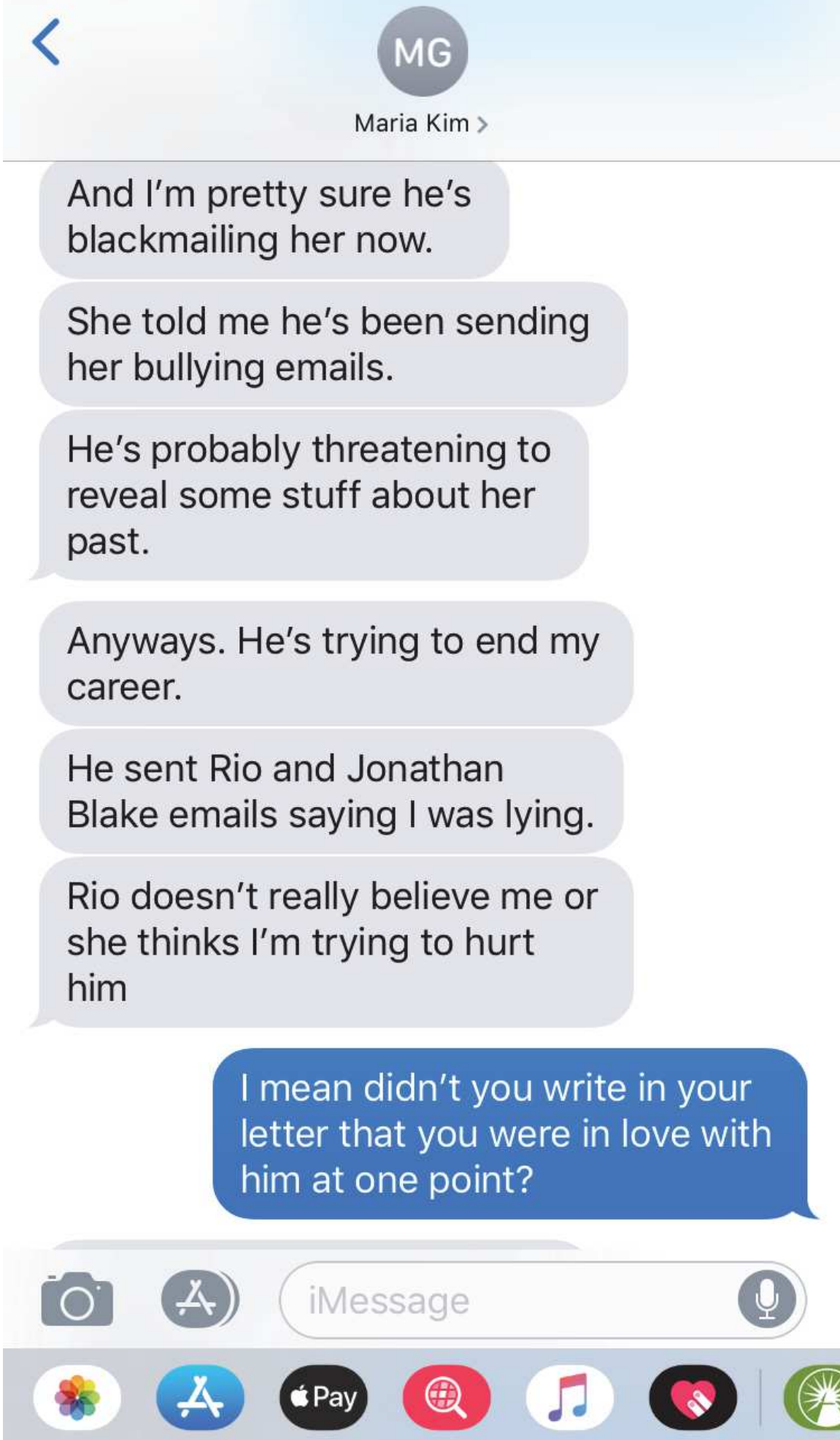
I was transparent

I didn't fall in love with him first tho.

He tried to get with me for 2 years, from when I was 17 to when I was 19.

And eventually I was so spellbind and manipulated that I felt I couldn't make it without him, so I fell in love.





10:13 AM 17%
MG
Maria Kim >

Right.....

It's rough tho cuz he's really really trying to convince people that I'm a liar.

Yeah but everyone in the community knows about his past.

Right.

Did he also try to get with Jen I would assume so.


Oh

I dunno Taborn HATES him.

He also harassed her.

And I'm pretty sure he's

iMessage





Jun 25, 2018, 12:25 PM

It was good.

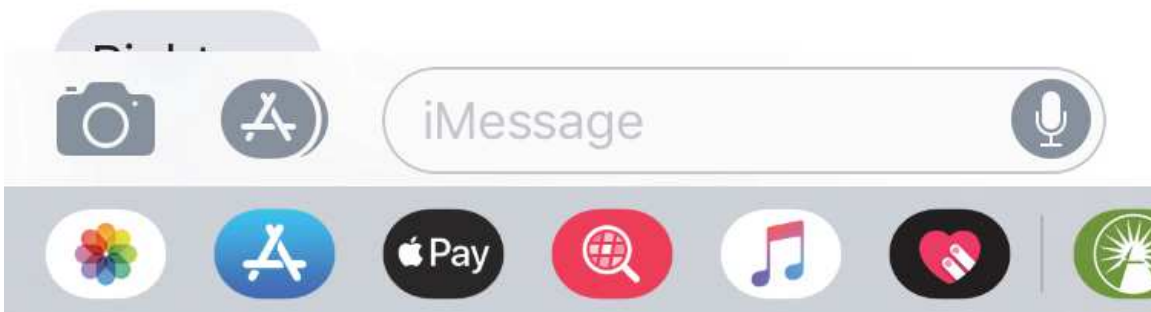
She is keeping everything off the record for now.

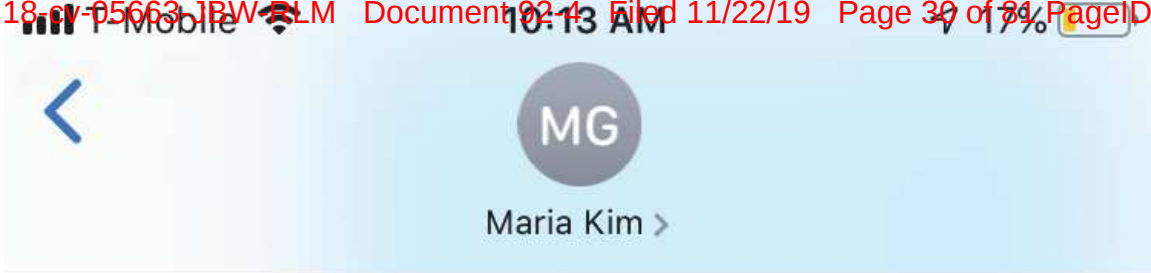
I have to start creating traces of this stuff because Steve is being so crazy.

He literally really thinks he did nothing wrong and that I was in love and I'm mad cuz I was scorned.

Shit is amazing.

Wow. Yeah well when word gets out that he beat Geri Allen and all the shit from his past it will be hard to ignore his history of this behavior.





I am gonna send it now pending your response.

You can copy me


Ok so then it's not anonymous

Ok

Yea

Done

Thank you!

 Sure

Jun 21, 2018, 7:28 PM

How was your talk with Anastasia?



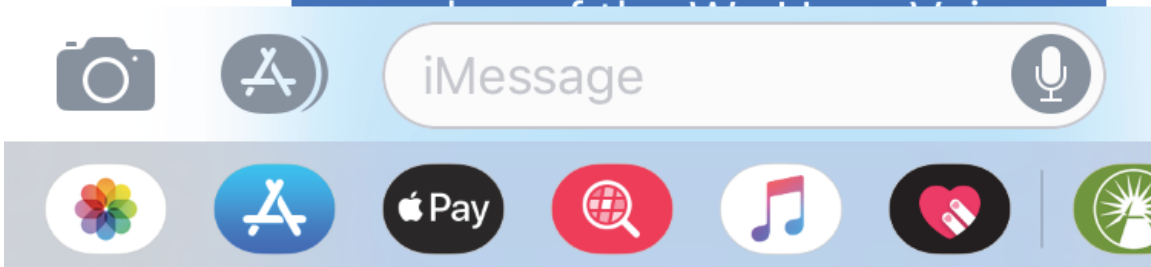


Jun 20, 2018, 2:29 PM

Hey so I need to know how you want me to couch it. Like

"Hi Anastasia,

I have a client with a #metoo story who has been reluctant to tell her story publicly but I explained to her that if she went through journalistic channels some or all of what she said could be on background. Allegedly, the musician in question has been abusive towards women in many different ways over a very long period of time and there are many people who could and may back up her story so that she wouldn't necessarily have to go on the record until she was ready to. She is a





I would definitely not respond.

In any way.

May 7, 2018, 6:37 PM

Did you see what Nate wrote on WBGO?

I just want to counter the negativity with a little positivity

May 7, 2018, 8:04 PM

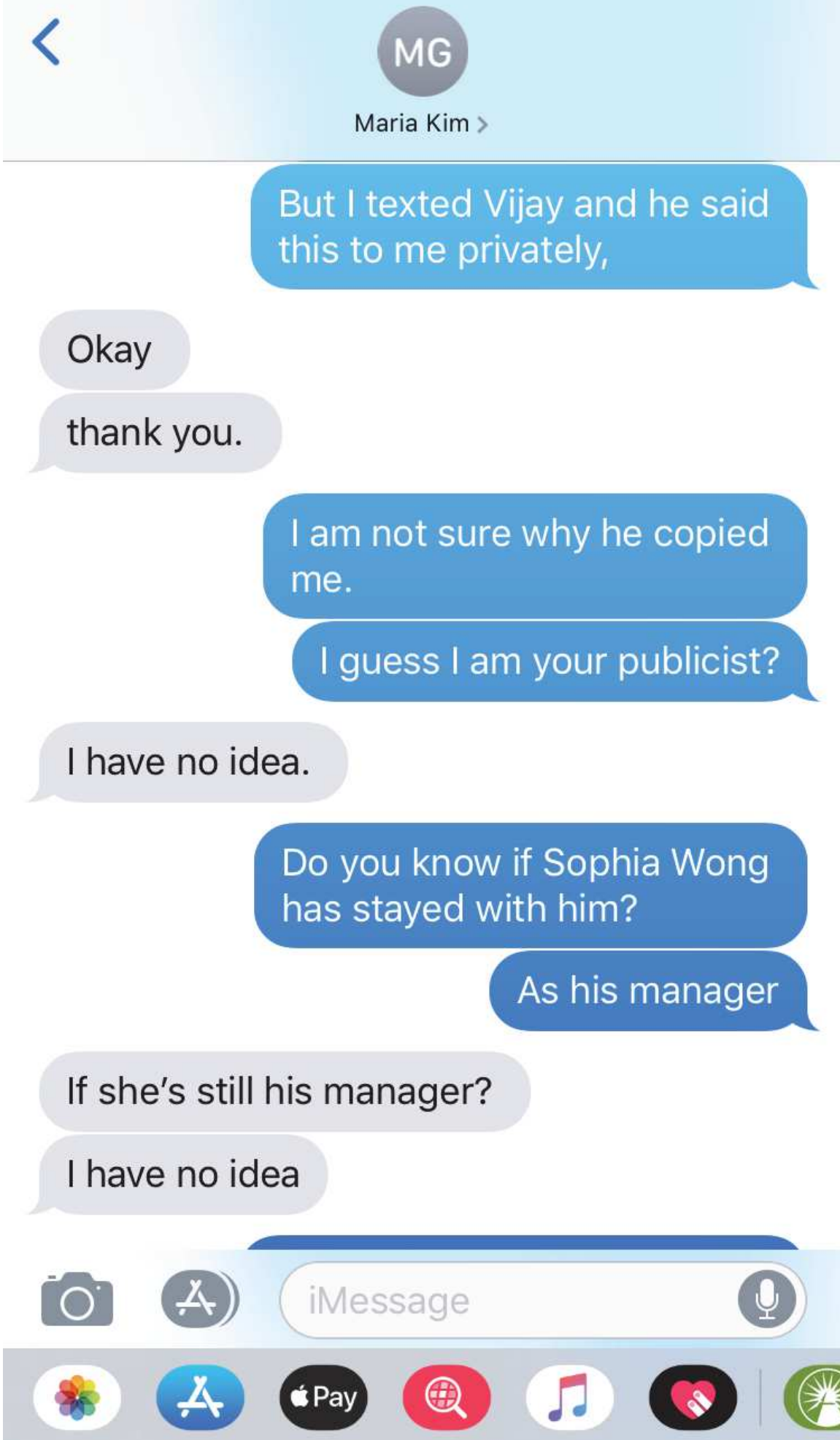
Thank you! Yea it's great!

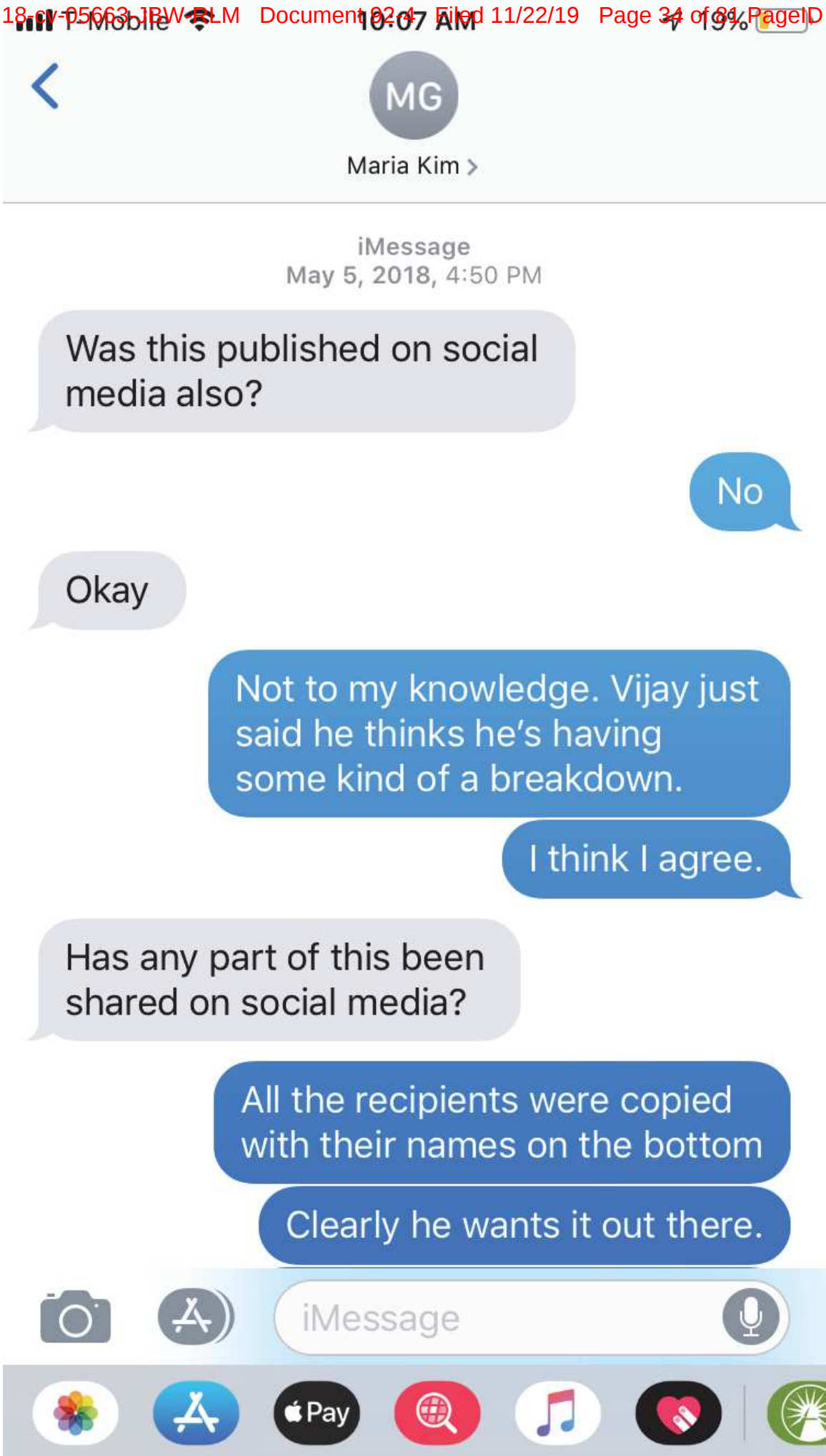
May 12, 2018, 8:50 AM

Did I send you your brief NY Times review?

Giovanni said it basically got cut in half because his editor is an asshole







From: mbase <[REDACTED]>
Date: May 5, 2018 at 2:52:26 PM EDT
To: We Have Voice <[REDACTED]>
Cc: mbase <[REDACTED]>
Subject: We Have Voice Mediation Request - Steve Coleman

To: We Have Voice,

As most, if not all, of you know, I have been publicly accused of sexual harassment by Maria Grand, a founding member of your *We Have Voice* organization. I am writing this letter to categorically denounce this accusation as false, and to appeal to you to hear both sides of the story before reflexively rushing to judgment.

Please refer the enclosed PDF for a detailed account of this false accusation, offering evidence to the contrary, and a request for some kind of mediated resolution. All of my prior attempts at mediation over the the last 4 months have been rejected. Hopefully, after reading my letter, we can all agree that the best way forward for the health of our community is resolution.

I would like to state that do not consider myself in a fight with the members of the *We Have Voice* organization, nor am I in opposition with most of your stated goals. However, while I applaud the work that your organization is undertaking, I am asking that you work with me and others to resolve these underlying contradictions. Accusations that have not been properly vetted, and which turn out to be false, harm the person accused (perhaps irreparably slandering their name), harm our entire music community, and cause unnecessary divisions in an already small and marginalized creative music scene. I do not undertake this lightly, I am saddened by recent events, and I wish harm to no one in our creative music scene. However I have been unnecessarily publicly attacked several times, and after trying many times to resolve this privately (and at great expense), it has taken a lot of negative energy to push me to this point of defending myself.

Please refer to the attached PDF for details.

In full disclosure, and to avoid further clandestine mailings, the following community members have been copied. Many were secretly sent Maria's original accusation letter sometime around November 2017. Others have since been forwarded Maria's original letter, or found out about it via another method. I did not find out about these mailings until January 2018, and by then a lot of damage had already been done to my name. This was done on purpose, to unfairly deny me an opportunity to respond in my own defense.

I am sending out this letter using the same method that I believe Maria Grand used when she sent her original accusations, however instead of doing it secretly, I am choosing to be transparent regarding who is copied. I am not attacking anyone, I am only interested in defending myself against ongoing attacks, bullying and past, current and future false accusations slandering my name.

I look forward to your response, and to beginning dialogue to find solutions to move us forward.

Peace,

Steve Coleman (saxophonist, composer, band leader)
May 5, 2018

Copied:

Michelle Mercer
Aaron Parks
Joel Ross
Anjna Swaminathan
Rajna Swaminathan
Tamar Sella
Steve Rowland
Stephan Crump
Roman Filiu
Damion Reid
Kevin Sun
Rob Suffer
Mark Turner
Dan Weiss
Matt Mitchell
Matthew Brewer
Jen Shyu
Okkyung Lee
Matthew Garrison
Ralph Alessi
Adam O'Ferrill
Anthony Cheung
Mary Halvorson
Imani Usuri
Craig Taborn
Jaleel Shaw
Rio Sakairi
Vijay Iyer

Yosvany Terry
Henry Threadgill
Ravi Coltrane
Yulun Wang
Seth Rosner
Linda May Han Oh
John Zorn
Anthony Tidd
Sophia Wong
Jonathan Finlayson
Sean Rickman
Tyshawn Sorey
Terri Lyne Carrington
Steve Lehman
Nancy Marciano
Kokayi
Matt Merewitz
Lorin Benedict
Douglas Hammond
Dimitri Louis
Dean Mucetti
Marcus Gilmore
Marcus Elliot
Edelmond Williams
E.J. Strickland
Davalois Fearon
Graham Haynes
Gail Boyd
George Lewis
Alex Levine
Douglas Hammond
Jason Moran
Kristin Lee
Lonnie Plaxico
Mike Allemana
Noah Becker
Debora O'Neill
Jack Meyerson
Peyton Pleninger
David Bryant
David Virelles
Valerie Gonzalez
Miguel Zenon
Billy Hart

Gary Bartz
Sélène Saint-Aimé
Greg Osby
Gregoire Maret
Gregory Chudzik
Greg Ward
Mike Allemana
Michael Raynor
Michael McGinnis
Rane Moore
Alex Lipowski
Esperanza Spaulding

--

Matt Merewitz
Fully Altered Media

<<NEW OFFICE PHONE>>: [REDACTED]

[REDACTED]

[Website](#) | [Twitter](#) | [Facebook](#) | [Soundcloud](#) | [Instagram](#)

May 5, 2018 14:47 EDT

To: **We Have Voice,**

As most, if not all, of you know, Maria Grand, a founding member of your *We Have Voice* organization, has publicly accused me of sexual harassment. I am writing this letter to categorically denounce this accusation as false, and to appeal to you to hear both sides of the story before reflexively rushing to judgment. Your organization has put forward both an open letter and a code of conduct, which I support. However, if one of your founding members is allowed to make false accusations, and these assertions are taken as fact without any attempt at getting to the underlying truth, then the credibility of the organization and its entire premise should be called into question.

It is always easier to tear down the reputation of others than it is to investigate the truth. I would hope that we use this opportunity as a learning moment for future possible conflicts within our community, as this is not a hypothetical event, but rather ongoing misrepresentation and slandering of my reputation. I would hope that We Have Voice has an emphasis on the "We" and seek to improve the environment for all people.

I am finally emboldened to write this now because of an incident that happened at Maria's concert at Roulette on Tuesday, which I attended. I went because I, perhaps foolishly, thought that maybe our issues were behind us and that this was my extension of an olive branch. As you might know, I was asked to leave the premises by Maria (Imani Uzuri told me that Maria wanted me to leave), and it was clear that all who tried to remove me believed that I had indeed sexually harassed Maria. At least three men jumped into my face as if they wanted to fight me. This was the last straw for me to try to handle this quietly. Until now, I have hesitated in publicly telling my side of the story. But now that I see the extent of the damage she is causing to my reputation, I must speak up now or forever allow hers to be the only on-the-record narrative.

I want to state this simply: I was involved in a six-year on-off relationship with Maria, from 2011 through 2016. Our relationship was unusual, intense, argumentative, and passionate, but it was also completely consensual and should have been private. Sometimes I pursued Maria but *often* she pursued me. No one was forced to do anything. I never threatened to fire Maria from work if she did not have sex with me. The relationship did not end well, as many do. Unfortunately, this should be our private business, not the business of our entire musical community.

"*Sexual Harassment*" is about "*unwanted*" sexual advances and attention. The person who is claiming **to be the victim of** sexual harassment cannot at the same time be **aggressively pursuing the person that she is accusing of harassment**. I have spent months going back through past email and text exchanges and they document the complex nature of our relationship. They also show, again and again, that the pursuit went both ways, which thoroughly refutes Maria's accusations of sexual harassment. I have collected these exchanges in a master document, completely unexpurgated, and not cherry-picked only to prove my point, something that Maria did in the letter she sent out to the public. In order to defend myself, I am willing to share this with any interested parties, despite the embarrassment, because being falsely accused of sexual harassment is even worse.

I am aware that there are people who will not believe my denials of sexual harassment. And Maria will present her own documentation to support her narrative (as she should).

However I have all of the same or similar documentation, so I can counter any evidence that is cherry picked and taken out of context. I welcome the fair vetting of both of our stories. The bottom line is this, in all of Maria's narrative, she has never once mentioned or shown that there was sexual aggression on her part, in all of the years that she is claiming harassment. Had she mentioned this, no one would have believed her accusations, and Maria knows this, so she deliberately left this out. *There is no hint of Maria's sexual aggression in her accusation letter.* This is disingenuous and misleading at the least, and demonstrates that Maria was consciously trying to manipulate emotions of sympathy from the recipients of her letter.

I've already tried to get several individuals in our community to mediate this issue, but these efforts were rejected. I then sent a formal invitation to Maria requesting professional mediation, which I would have thought that Maria would eagerly participate in, given she is telling everyone that she is convinced of the veracity of her accusations. Maria received my letter and has ignored it. I continue to welcome the opportunity to do this in any forum, including with members of We Have Voice, in order to help get to the objective truth. I am aware that We Have Voice is not a policing organization, but through your Open Letter, Code of Conduct and various interviews, you urge *all of us* to be vigilant in ferreting out bullying of any member of our musical community, regardless of sex, age and position.

I applaud your efforts in requesting that the music community hold itself and others responsible for reporting and stopping abuse, harassment and bullying. But there is no mention in your code of conduct of the rights of individuals being accused. No mention of properly vetting accusations, hopefully before they become public, but if not afterwards. If the energy can be generated to support an accuser (i.e., repost their statements, praise their bravery, etc.) then we should also be willing to approach those accused and vet and repost their statements. This is only fair. No individual's narratives should be believed without looking at the other side and at least asking for the different narrative. If you advise people to freely call out people who are accused of being sexual abusers/harassers, but stay silent for those who are falsely accused, aren't you just creating another problem that will ultimately delegitimize your work?

The blowback from Maria sending her letter to fellow musicians, concert promoters, journalists, professors, publicists, etc., has definitely affected my everyday existence. Negative vibes have increasingly been directed my way from some members of our music community. Therefore, this current email is also going out to all of the people that I know Maria sent her email to, and to others that I know received forwarded copies of Maria's email. Surely my email will also spread beyond the original recipients. I am also aware that some of you are close friends of Maria's and will stand by her at all costs. I cannot control what each of you will think about this, I only am concerned with getting out the truth, and to stop the bullying, intimidation, black-balling and lying from continuing.

Please respond to me at your earliest convenience. I am always open to dialogue on this particular issue, as well as all of your larger concerns. I will also attend your opening meeting on May 7th, 2018, as this meeting is about *promoting the code and fostering further conversations.*



Peace, Steve Coleman

Addendum 1: explanation of evidence of communications between Maria and myself

Anyone who does not need to see my evidence in the addendum can stop reading now.

As I am unfortunately well aware that no one will believe a person in my position proclaiming innocence, I will let you see for yourself from Maria and my own words, starting with the **September 2013** time period that Maria claims I began sexually harassing her. According to your own definition on your website, sexual harassment is first of all *"any unwelcome behavior of a sexual kind"*. A person cannot be inviting sexual behavior, and still claim sexual harassment during the same time period. There were times when Maria rejected my sexual advances, and there were times when I rejected the sexual advances of Maria, as in any ongoing on-off relationship. I have evidence for all of this as well. But as you can see, Maria's sexual aggression continued throughout all of the years that she claimed that I was the sole sexual aggressor. It is not my desire to attack Maria personally, but I see no other way to prove my claims. As I was told at Roulette, *"no one believes you, everyone believes that you are a sexual harasser."*

I really cringe having to do this, as it is indeed embarrassing to both of us. However I did not choose to make this a public fight. And as the false accusations have still continued - with very negative results, I agonized over this, and sought out a lot of advice. But at this point, I don't know what else I can do but defend myself, since the bullying and accusations are ongoing.

I will add that there has not been one case in the entire group of #metoo accusations that is even remotely like this situation between Maria and I. Not one of those #metoo cases involved an ongoing long term (6-year) intimate relationship. There is a reason for this, and this alone should give any fair-thinking person pause as to the veracity of Maria's allegations. But some have chosen to ignore this, so I must give examples of Maria's sexual aggression. And Maria's more recent claims of sexual intimidation are even more ridiculous.

If not for Maria's decision to disseminate these accusations of sexual harassment accusations against me to the public, in a clandestine manner in November 2017, none of this would be happening. I derive no joy out of doing this, as people will be hurt, including myself. But I am still being accused, bullied and vilified, so I must set the record straight.

It is my hope that some of the experienced creators in our music community can find a way to resolve and mediate this issue, and the rift that has formed between some of us can be at least partially healed (many people have taken different sides, people have left ensembles, stopped talking to each other, etc.). We are all here to create, not tear down.

Addendum 2: small examples of evidence - communications between Maria and myself

2013

Steve 10/20/2013 12:39:12 PM

What is it with you?

Steve 10/20/2013 12:39:20 PM

You just want to devour me?

Steve 10/20/2013 12:39:36 PM

All the knowledge, all the sex, everything?

Maria Grand 10/20/2013 12:39:41 PM

You come, take what you want, make me fall in love with you, and then you've had enough, so you just leave me. And I'm supposed to relax?

Maria Grand 10/20/2013 12:39:50 PM

Yea, I already told you, I wanted to be with you.

Steve 10/20/2013 12:39:56 PM

"make you fall in love"?

Steve 10/20/2013 12:40:03 PM

Nigga Please.

Maria Grand 10/20/2013 12:40:12 PM

Yea. Treat me nice, have lots of sex, talk about music, spend all this time.

[12/24/13, 1:11 AM] Maria Grand : I might be fickle with times and things like that. But you are the one who changed your whole behavior with me. You are the one who decided you did not want to be with me, not me.

[12/24/13, 1:12 AM] Steve Coleman : What happened to not complaining?

[12/24/13, 1:13 AM] Maria Grand : Ok. I would love to be married to you, but unfortunately I am sure it will not happen.

[12/24/13, 1:14 AM] Maria Grand : I'm in love with you, it just is what it is.

[12/24/13, 1:19 AM] Maria Grand : I'd like to go to the movies with you on Christmas Day.

2014

[1/9/14, 9:22 PM] Maria Grand : I really miss you tonight.

[1/9/14, 9:23 PM] Maria Grand : I wish we could've been together.

2015

@ 8/30/15, 4:30 AM

Steve: Why do u keep fucking with me? What do u want from me? I don't get it. You've had plenty of opportunity to get away, but u keep coming back and teasing me. Then u complain when I hit on u. It's like some kind of macabre game

@ 8/30/15, 4:30 AM

Maria: Macabre! Ha that's a pretty harsh word.

@ 8/30/15, 4:30 AM

Steve: French word

@ 8/30/15, 4:30 AM

Steve: This relationship is harsh.

@ 8/30/15, 4:32 AM

Maria: True.

@ 8/30/15, 4:32 AM

Steve: Answer my questions.

@ 8/30/15, 4:32 AM

Maria: Because I like it.

@ 8/30/15, 4:32 AM

Steve: You're killing me.

@ 8/30/15, 4:32 AM

Maria: Yea.

@ 8/30/15, 4:32 AM

Steve: U have everyone thinking that it's me that won't leave u alone. Nobody suspects that little nice innocent young-looking Maria could be initiating anything.

@ 8/30/15, 4:36 AM

Maria: Initiating...

Maria propositions me for sex in France, while we are on the road for a gig:

Maria: hello

@ 9/3/15, 7:24 PM

Steve: ??

@ 9/3/15, 7:26 PM

Maria: What are you going to do tomorrow night?

@ 9/3/15, 7:26 PM

Maria: I'm horny.

@ 9/3/15, 7:26 PM

Steve: What are u talking about, tomorrow night?

(...)

@ 9/3/15, 7:32 PM

Maria :No... I really am just horny.

@ 9/3/15, 7:32 PM

Maria: Not expecting anything.

@ 9/3/15, 7:32 PM

Maria :But I could use a licking.

@ 9/3/15, 7:32 PM

Maria: yea

@ 9/3/15, 7:34 PM

Steve: Hahahaha!!!! YOU can use a licking????

(...)

@ 9/4/15, 2:08 AM

Maria: If you promise to treat me really nicely and that I'll only do what I want to do, I'll come to your room now.

@ 9/4/15, 7:46 AM

Maria: So we can get som estress relief.

@ 9/4/15, 7:46 AM

Maria: Hum, I just got your email. Maybe we can just be nice to each other now...

@ 9/4/15, 7:46 AM

Steve: OK, but the problem before was always that you didn't want to do anything! Hahaha! I'm in 801.

@ 9/8/15, 2:53 PM

Maria: Before you cut me off, you still will have to fedex me the final response the USCIS gives you.

@ 9/8/15, 3:12 PM

Maria: Now as far as everything else. You went through it extensively in Chicago. You told me you didn't want me around or needed me around for anyth ng because I didn't want to be intimate with you anymore (never mind my reasons). So why does what I think matter?

@ 9/8/15, 3:16 PM

Maria: You're the one who's established and who can decide what to do. I just have to go on with my life and my work.

@ 9/8/15, 3:16 PM

Maria: I gues now you won't even respond to me anymore. It's like I thought it was- the only reason I was ever around you is for you to get laid. Noth ng else. That's the only thing that mattered to you.

@ 9/8/15, 3:22 PM

Maria: It's fine. We'll see in the end.

@ 9/8/15, 3:22 PM

Maria: You said you couldn't take it!

@ 9/8/15, 4:03 PM

Steve: I NEVER told you that I didn't want me around or needed me around for anything because I didn't want to be intimate with you anymore. This is what you assumed!

@ 9/8/15, 4:04 PM

Steve: Quit saying this.

@ 9/8/15, 4:04 PM

Maria: You even wrote it!

@ 9/8/15, 4:04 PM

Steve: this is different than what you are saying.

@ 9/8/15, 4:05 PM

Steve: I never said that you will not work with me based on having sex with me.

@ 9/8/15, 4:05 PM

Steve: this is what I am saying.

At my home:

[11/16/15, 3:20 AM] Steve Coleman : Can I take your fine ass somewhere and go to bed with you? Your outfit is killing me!

[11/16/15, 3:21 AM] Steve Coleman : I'm in the kitchen

[11/16/15, 5:51 AM] **Maria Grand : No you can't. But I guess I'll let you go down on me in LA. You do it so well.**

2016

in September 2016, Maria, unsolicited, offered sex to me as a birthday present (see below), despite the fact that we were both dealing with other people at this time. And Maria told me that she wanted me to keep this quiet, as she did not want her then current boyfriend to find out.

Our text exchanges during this time period prove that our mood towards each other was generally good, by our normal argumentative standards. We were in fairly good personal relations at the time, and we were also in the middle of a period of a lot of work with special ensembles of mine. Maria **offered** me sex voluntarily, and it was unsolicited. She told me that if I was "*nice to her*" that I would then receive my birthday present. Yes, this was manipulative on Maria's part, but this was also very common in our relationship since 2011.

[9/16/16, 1:52 PM] Maria Grand : I love you, also.

[9/16/16, 2:35 PM] Maria Grand : It's too bad. I had a surprise for you, but...

[9/16/16, 5:48 PM] Steve Coleman : What surprise? You are an expert teaser.

[9/16/16, 9:58 PM] Maria Grand : well I was gonna tell you, but then you weren't nice.

[9/20/16, 5:06 PM] Steve Coleman : Birthday Surprise? (*Maria had offered, unsolicited, to give me a sexual birthday present*)

[9/20/16, 5:18 PM] Maria Grand : sorry i was practicing morphing

[9/20/16, 5:18 PM] Maria Grand : it takes a long time

[9/20/16, 5:18 PM] Maria Grand : hmm tonight is not so great i was gonna go get some stuff uptown during the night

[9/20/16, 5:19 PM] Maria Grand : why can't you hang out in the daytime?

[9/20/16, 5:20 PM] Steve Coleman : I was here all fuckin day, and you waited till now to call me. Just forget it. You keep changing.

[9/20/16, 5:20 PM] Maria Grand : you told me yesterday night that daytime was the worse time!

[9/20/16, 5:20 PM] Maria Grand : i'm down to come in the day

[9/20/16, 5:20 PM] Maria Grand : tomorrow for example

[9/21/16, 1:43 AM] Steve Coleman : !!!!!!!!

(...)

9/21/16, 2:18 PM] Steve Coleman : You see? This is why I didn't want to do this in the daytime! Salman Rushdie! (*meaning we are rushing*)

[9/21/16, 2:47 PM] Maria Grand : Coming at 330

[9/21/16, 2:48 PM] Steve Coleman : OK Salman. Where are you now?

[9/21/16, 2:50 PM] Steve Coleman : xxx (*here I give Maria the address of where I am in Brooklyn, not far from where she was living*)

[9/21/16, 3:00 PM] Maria Grand : Ok perfect

[9/21/16, 3:00 PM] Maria Grand : I'm in cobble hill

[9/21/16, 3:52 PM] Maria Grand : Running late, I'll take a taxi over

[9/21/16, 4:11 PM] Maria Grand : I'm in the car.

(...)

consensual sex occurred after Maria arrived

[9/26/16, 3:48 PM] Maria Grand : I was saying that I was thinking about you

[9/26/16, 3:51 PM] Steve Coleman : Thinking about what exactly?

.....

[9/26/16, 4:08 PM] Maria Grand : I was thinking about how a complex person you are, and how I'll miss seeing you in the next month

[9/26/16, 4:09 PM] Steve Coleman : Hahaha! You will miss telling me NO all the time?

[9/26/16, 4:10 PM] Maria Grand : Yes :) I've grown quite endeared by it .

[9/26/16, 4:10 PM] Steve Coleman : Well, I'll miss you too. And it's long been obvious that you are completely out of your mind.

[9/26/16, 4:10 PM] Maria Grand : Hahaha

=====

There were many more volumes of very explicit advances that Maria made that I will not reproduce now, as they would only serve to *further* embarrass both of us. Maria has chosen not to share any of the above communications, as this would have made her accusations unbelievable. I only revealed these few examples from each year because I have discovered that - otherwise, no one will believe me. But I did not want to go this far.

As any non-biased person can see, the above text directly contradicts the narrative of Maria's letter, that I was chasing her around for years with *unwanted* sexual advances and attention. Our relationship was on-off, but it was at all times consensual.



Steve Coleman

----- Forwarded message -----

From: **Anastasia Tsioulcas** <[REDACTED]>
Date: Wed, Jun 20, 2018 at 3:22 PM
Subject: RE: #metoo - one of my clients would like to come forward
To: Matt Merewitz <[REDACTED]>
CC: Maria Kim Grand <[REDACTED]>

Hi, Matt -- and hello, Maria. Thanks for being in touch.

Yes, I am very much working on these stories generally. What Katie also knows -- but is absolutely not public information -- is that I have been working for months on an investigative piece about specific issues and individuals in the jazz and classical communities in particular, and that I am working with several women in jazz already.

Maria, I'd be very open to talking to you about your experiences, and to walk you through what it would and could mean to share your story publicly, or to tell me information on background, and the journalistic protocols we follow. I can assure you that until you are ready to share your experiences openly, I will hold anything and everything you choose to tell me in total confidence, and that we will take things step by step and only with your agreement.

I am best reached at 202.734.1856. Unfortunately, I'm actually going out of the country tomorrow night and will be mostly unavailable until June 30...so if you'd like to give me a call today or tomorrow during the day, that would be great, or let me know when we can talk in early July.

Thanks again for reaching out.

Best regards,
Anastasia

Anastasia Tsioulcas
NPR Music
Twitter: @anastasiat
Facebook: Anastasia Tsioulcas

11 W. 42nd St., 19th Fl.
New York, NY 10036-8002
office: [REDACTED]
cell: [REDACTED]
always on npr.org

-----Original Message-----

From: Matt Merewitz [REDACTED]
Sent: Wednesday, June 20, 2018 3:08 PM
To: Anastasia Tsioulcas
Cc: Maria Kim Grand
Subject: #metoo - one of my clients would like to come forward

Hi Anastasia,

I have a client, copied here with a #metoo story who has been reluctant to tell her story publicly but I explained to her that if she goes through journalistic channels, some or all of what she said could be on background.

Allegedly, the musician in question has been abusive towards women in many different ways over a very long period of time and there are many people who could and may back up her story so that she wouldn't necessarily have to go on the record until she was ready to. She is a founding member of the We Have Voice collective.

But I thought you two should talk since Katie Simon at Jazz Night in America told me you are the point person for music stories regarding sexual harassment.

She is copied here and you guys can take this from here. I just wanted to make the introduction.

Best,
Matt

Sent from my iPhone

--

Matt Merewitz

Fully Altered Media

<<NEW OFFICE PHONE>>: ([REDACTED])

(m): [REDACTED]

[Website](#) | [Twitter](#) | [Facebook](#) | [Soundcloud](#) | [Instagram](#)

EXHIBIT G

2:18 ↗



< 38



Maria >

Hey May Han

I hope you are well! By the way sorry I forgot to put your complete name Linda May Han in the last recommendation letter that you were so kind to sign me

I'm writing because I need help

Long story short. Steve is putting out a story about me tomorrow in the Daily News. This evening a reporter contacted me asking me to comment. Obviously they have no real desire to have my side of the story because they haven't given me any time at all. I decided not to comment on it. I have no idea what the daily news is going to look like but it's coming out tomorrow.

So I am in a difficult position now. Lawyer calls and all kinda stuff later, I'm choosing now to come forward fully with my story and to have it published by the NPR woman, Anastasia, who had previously contacted We Have Voice. I figured I have to have a trusted news outlet publish my story. She's also gonna give him a few days to



iMessage



2:18 ↗



< 38



Maria >

news outlet publish my story. She's also gonna give him a few days to say what he wants to say and present her with anything he feels is useful, which is good journalism (it's not good journalism to ask someone to comment at 5pm for a story coming out the next day, and ethically, Anastasia already said she will give him more than 24 hours).

I spoke to Michelle Mercer and asked her to write the article first but she was too busy and said she trusts Anastasia to be a good journalist

Here is my ask.
If you have had any strange interactions with Steve while working with him are you willing to speak with her and tell Anastasia about your experience? You can do it anonymously or not, in background or not.

I just really need help. I didn't wanna come forward at all and I wanted to just move on with my life but I have no choice now. I don't know if anything weird happened with you but I remember while we were playing in Chicago that you asked



iMessage



2:19 ↗



< 38



Maria >

no choice now. I don't know if anything weird happened with you but I remember while we were playing in Chicago that you asked me if he was a creep and that he had texted you asking if you were alone or something like that

I completely understand if there's nothing there

I asked Sara also and I'm about to talk on the phone with Jen

I'm also gonna talk to Vijay

Sorry to bother you with all this now. Sending much love to you.

Sat, Oct 13, 10:16 AM

Hey hope all is well! The daily news piece wasn't so bad in the end. They scared me a lot but it turned out okay. Hope you are well.

Tue, Oct 16, 5:55 AM

Hi Maria, I'm glad you're ok, I hope the others in WHV are ok too. I'm sorry I didn't respond, for the past week I've been going through something that has turned my life upside down and potentially



iMessage



EXHIBIT H

Message

From: María Grand [REDACTED]
Sent: 10/12/2018 12:54:23 AM
To: May Han Oh [REDACTED]; saraserpa [REDACTED]; Fay Victor [REDACTED]
Subject: Your help regarding some press craziness

Hi May Han and Sara,

I hope you both are well.
(By the way sorry I forgot to put your complete name Linda May Han in the last recommendation letter that you were so kind to sign me)

I'm writing because I need help right now.

Long story short.
Steve is putting out a story about me tomorrow in the Daily News. This evening a reporter contacted me asking me to comment. Obviously they have no real desire to have my side of the story because they haven't given me any time at all. I decided not to comment on it. I have no idea what the daily news is going to look like but it's coming out tomorrow.

So I am in a difficult position now. Lawyer calls and all kinda stuff later, I'm choosing now to come forward fully with my story and to have it published by the NPR woman, Anastasia, who had previously contacted We Have Voice.
I figured I have to have a trusted news outlet publish my story. She's also gonna give him a few days to say what he wants to say and present her with anything he feels is useful, which is good journalism (it's not good journalism to ask someone to comment at 5pm for a story coming out the next day, and ethically, Anastasia already said she will give him more than 24 hours).

Here is my ask.
If you have had any strange interactions with Steve while working with him or prospectively working with him, are you willing to speak with her and tell her about your experience? You can do it anonymously or not, in background or not.

I just really need help. I didn't wanna come forward at all and I wanted to just move on with my life but I have no choice now.

Let me know.

Thank you,

María

Sent from my iPhone

Message

From: Anastasia Tsioulcas [mailto:anastasiat@npr.org]
Sent: 10/12/2018 4:58:48 PM
To: Maria Kim Grand [mailto:mkimgrand@npr.org]
Subject: Do you/your lawyer have a copy of the lawsuit?

Hi again—

I've been trying to locate a copy of Steve's filing, but it's possible that it's not up in public databases just yet. Would you or your lawyer be willing to forward me a copy?

Thanks,
Anastasia

Anastasia Tsioulcas
NPR
Twitter: [@anastasiat](https://twitter.com/anastasiat)
Facebook: [Anastasia Tsioulcas](https://www.facebook.com/AnastasiaTsioulcas)

11 W. 42nd St., 19th Fl.
New York, NY 10036-8002

office: [REDACTED]

cell: [REDACTED]

always on npr.org

Message

From: Maria Grand [REDACTED]
Sent: 10/12/2018 4:06:12 AM
To: ATsioulcas [REDACTED]
Subject: Two more people to contact

Hi Anastasia,

Immanuel Wilkins is a young musician and he is willing to talk to you about Steve's behavior regarding women and in general.

[REDACTED]

Also, Vijay Iyer told me you can contact him. He said he is willing to speak with you about this. In case you need his info:

[REDACTED]

I believe both are willing to be quoted anonymously, please don't share their names with anyone.

One woman who was harassed by Steve said she is most likely willing to speak with you as long as you do not disclose her name, but I'm still waiting on her okay tomorrow to send you her information.

We are also still working on getting more people involved. There's a man who has worked a lot with Steve that might be willing to speak to you, I will be getting in touch with him early tomorrow.

Also going to send screen shots of texts and emails later on tonight. I've been on conference calls with my lawyer and a pro bono PR firm, just now getting around to getting screen shots and emails, etc.

Soon,

Maria
Sent from my iPhone

Message

From: María Grand [REDACTED]
Sent: 10/12/2018 12:34:22 AM
To: ATsioulcas@[REDACTED]
Subject: Witnesses

Hi Anastasia,

I have gathered four people who are willing to tell you what they remember about this.

James Francies is my ex-boyfriend and he was with me through part of this, 2016-2017.
[REDACTED]

Anjna Swaminathan is a friend and I' ve talked to her about all this as it was happening.
[REDACTED]

Rajna Swaminathan is also a friend (Anjna' s sister); she was with me during a tour in 2015 with Steve Coleman where I was being harassed and she also has been a confidante through this in general.
[REDACTED]

Larry Thompson is a mentor of mine who teaches the Satir method (a communication method that I' ve been studying and was inspired by in my album Magdalena). I' ve know him for 7 years and also confided in him for most of those years about what I was going through.
[REDACTED]

They all said they are willing to speak with you and can be contacted about this.

Thank you,

María
Sent from my iPhone

EXHIBIT I

[Quoted text hidden]

--

vijay iyer

[Redacted]

**Franklin D. and Florence Rosenblatt Professor of the Arts
Department of Music
Harvard University**

<http://vijay-iyer.com/>

María Grand <[Redacted]>
To: Vijay Iyer <[Redacted]>

Tue, Nov 14, 2017 at 1:22 PM

Thanks V. That's a good idea. I wasn't sure how to proceed. Here's who this has been shared with:

- Aaron Parks <[Redacted]>
- Rajna Swaminathan <[Redacted]>
- Anjna Swaminathan <[Redacted]>
- [Redacted]
- Steve Rowland <[Redacted]>
- Stephan Crump <[Redacted]>
- Roman Filiu <[Redacted]>
- Damion Reid <[Redacted]>
- Kevin Sun <[Redacted]>
- Rob Saffer <[Redacted]>
- Michelle Mercer <[Redacted]>
- Mark Turner <[Redacted]>
- Dan Weiss <[Redacted]>
- Matthew Mitchell <[Redacted]>
- Matt Brewer <[Redacted]>
- Jen Shyu <[Redacted]>
- Okkyung Lee <[Redacted]>
- Matthew Garrison <[Redacted]>
- Ralph Alessi <[Redacted]>
- Adam O'Farrill <[Redacted]>
- Anthony Cheung <[Redacted]>

I'm not 100% sure why I shared it with these particular people. I just sort of picked people that I trusted and who are somewhat close to me. I also shared it with Jaleel Shaw via Facebook messenger, he read it yesterday, and with Doug Hammond.

Rob Saffer suggested that this be published in a newspaper anonymously. I don't know, maybe that's a good idea.

María

[Quoted text hidden]

Vijay Iyer <[Redacted]>
To: María Grand <[Redacted]>

Wed, Nov 15, 2017 at 1:09 PM

Hi María. I hope you're doing okay in the immediate aftermath of this letter. I'm sure that it's shaken a lot of people, even from the limited way that you've shared it. I had a head start so I've been sitting with some of this knowledge for a while, but I don't know how these other folks feel about it.

With your permission I'm going to write to everyone on this list together. I think it's important that we acknowledge each other, and discuss. We don't have to involve you in the discussion, unless you want to be a part of it; frankly, I think it's

vi-009

better that you just focus on taking care of yourself right now. But I think the rest of should discuss (1) how to protect you from recriminations, and (2) what an effective and appropriate community response might be.

Is that all right with you?

Best wishes,
Vijay

[Quoted text hidden]

María Grand <[redacted]>
To: Vijay Iyer <[redacted]>

Wed, Nov 15, 2017 at 2:41 PM

Hi Vijay,

I'm doing okay. With things like that, it's hard to keep them in, and then it's hard to share them also. So the process can feel painful at times, but I trust it's for the betterment of all of us.

Yes feel free to email all these people. I forgot to include Mary Halvorson, I've shared it with her a while ago and she would probably be a congruent voice in this conversation. Her email is halvorsonmary@gmail.com.

I would love to not be a part of this thread, and I'm so thankful you offered this. You're really, really an angel. I'd much rather focus on other things, although I'd like to know of any major decisions you take as a group.

In gratitude,

María
[Quoted text hidden]

María Grand <[redacted]>
To: Vijay Iyer <[redacted]>

Wed, Nov 15, 2017 at 9:12 PM

Vijay - can you also include Imani?

[redacted]

Thank you :)

María
[Quoted text hidden]

Vijay Iyer <[redacted]>
To: María Grand <[redacted]>

Thu, Nov 16, 2017 at 8:50 AM

Okay. So, not Miles?

Best wishes from Poland--

V.
[Quoted text hidden]

María Grand <[redacted]>
To: Vijay Iyer <[redacted]>

Thu, Nov 16, 2017 at 11:35 AM

I'm not comfortable including Miles because he was too complicit in my opinion, and also his reaction when I told him the email was going out was kind of weird... He said he was scared, scared of a public feud between me and Steve, or scared of people holding this against me. But I think what he was really scared of was for his reputation to be tarnished.

It's too late for me to hold other people's actions and protect them. I tried my best to hold mine accountable, but I can't help other people feel better.

EXHIBIT J

11:52



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María Kim >

Nov 16, 2017, 19:13

Hi. Any reason why Michelle Mercer doesn't know the identity of "X"?

Also, are you aware that Rob Saffer shared the letter with Ben Ratliff?

Sorry to bother you—hope you're doing okay.

No particular reason Michelle Mercer doesn't know I'm talking about Steve. I guess she doesn't know me well so probably hasn't figured it out, but I wasn't trying to get her not to know



iMessage



11:52



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María Kim >

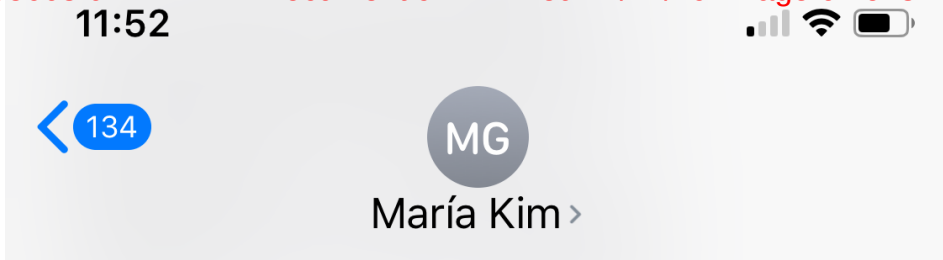
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I am aware that Rob shared the letter with Ben Ratliff. He hasn't told Ben who it's about.



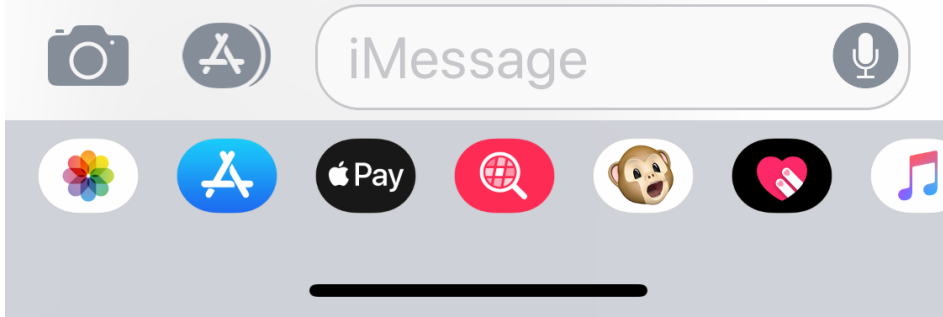
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I suppose I was a little surprised to see members of the press involved at this stage—mainly because I don't view them as our friends. We can't assume that they are legitimately concerned about the well-being of the artists they write about. But I will clue her in to who it is, if you see fit.

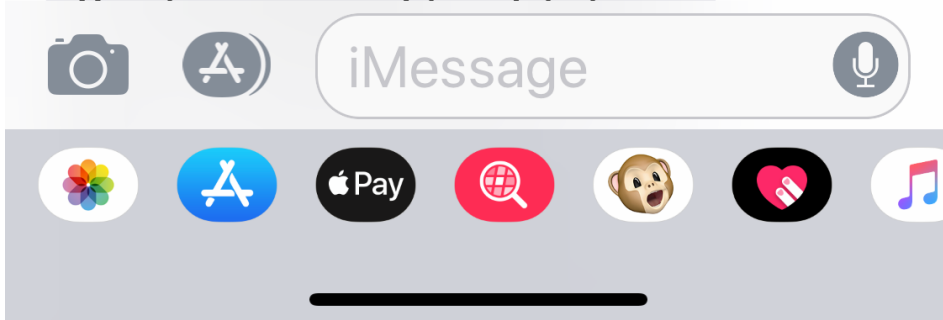
I'm a bit overwhelmed at the moment. I'm having difficulties trusting that people really have my back or really want to do





I want you to know that no one is going to act out of turn among that list. Our main instinct is to protect you. We are all taking the matter very seriously, Michelle included.

Ben Ratliff has no idea who is involved and the main reason why he was even made aware of the letter is that I was curious to know if he would run an anonymous article on that. An article that would not involve my name nor Steve's name.



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María Kim >

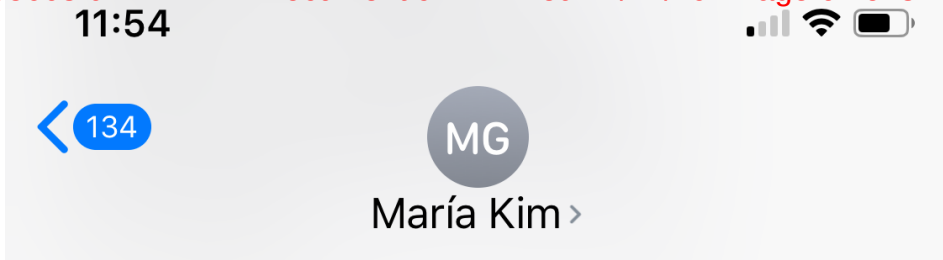
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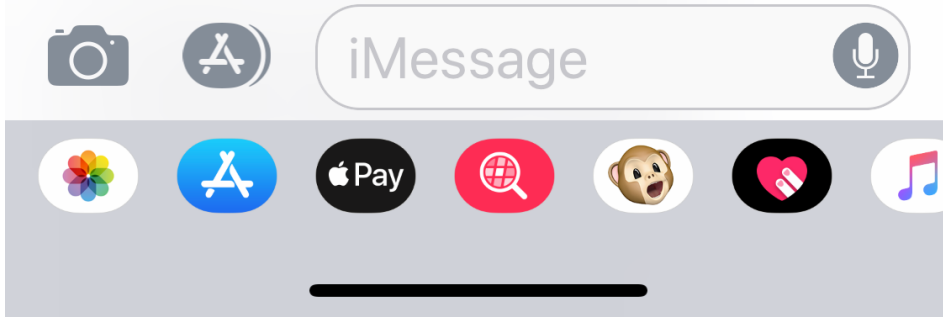
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I understand. You are right in that the issue is much bigger than our "community" and we needs outsiders (or people at different positions in the food chain) to see and understand it, too.

I am concerned about my own well-being, but at this stage I can't really be concerned about the well-being of the other people involved (namely Steve).. I don't wish anything bad on anyone, though.



11:52



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María Kim >

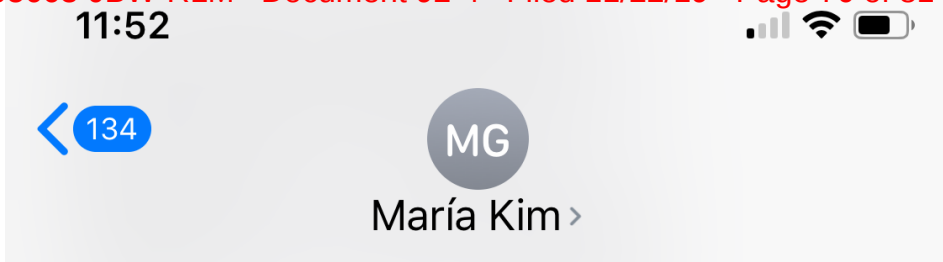
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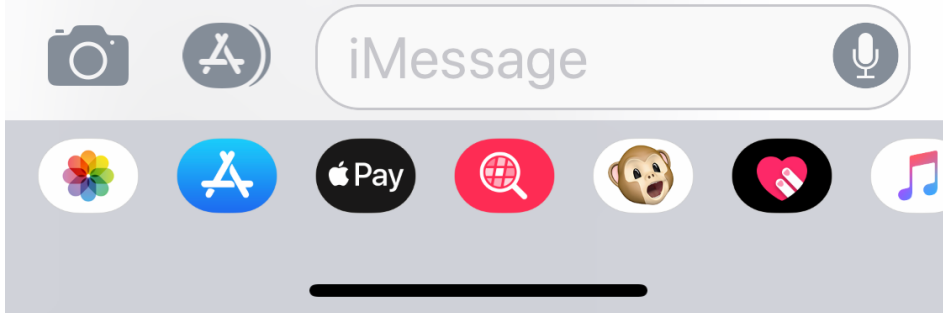
iMessage





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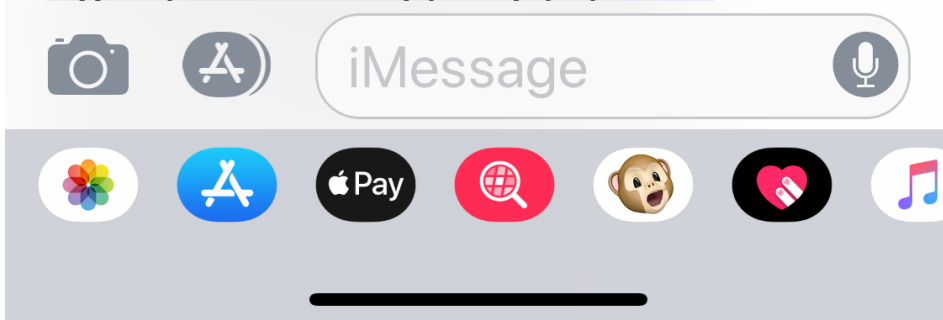
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María Kim >

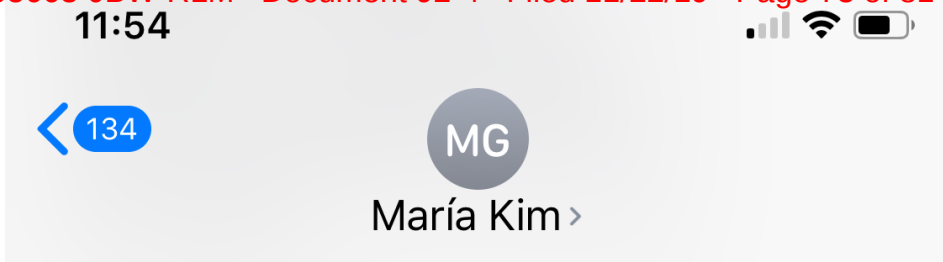
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iMessage





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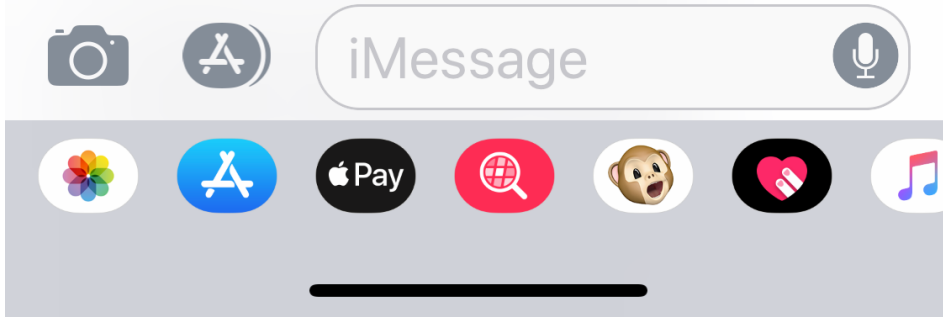


EXHIBIT K

Message

From: María Grand [REDACTED]
Sent: 10/13/2018 3:44:40 PM
To: matana roberts [REDACTED]
Subject: Re: Your concert tonight

Things are (were?) going really good, but now this crazy thing came out.

<http://www.nydailynews.com/news/ny-news-jazz-star-stein-coleman-defamation-lawsuit-sexual-harassment-20181011-story.html>

I have a few different options as to what to do with it. Thankfully I have a legal team from Time's Up so I'm good on that front.

If you have some time maybe we could talk?

No need for a long call I'm just weighing a couple different options with the press and not sure what to do about it- if you are around! I know you're probably super busy. ♥☐

Xoxo
Maria

Sent from my iPhone

On Oct 13, 2018, at 11:37 AM, matana roberts [REDACTED] wrote:

hey no worries, great to hear from you. glad to hear you got some family time. how are things going otherwise?

xm

María Grand wrote on 8/18/18 9:16 PM:

Hey Matana,

I saw you're playing at the gallery but unfortunately I'm out of town - spending some time with the family in Switzerland before heading on tour.

I SO wish I could be there to hear you tonight.

Peace and love to you ♥☐

Maria

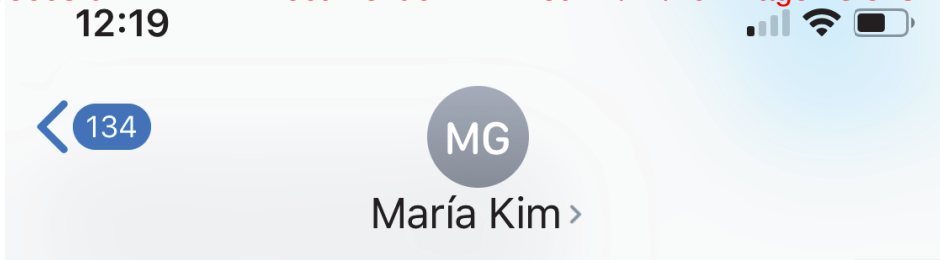
Sent from my iPhone

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Sent from [Postbox](#)

EXHIBIT L





Do you want to call? I'm in a taxi in Cambridge

message in Maria,
 I'm a reporter with the New York Daily News, and we're hoping to reach you today for a story that's currently set to publish tomorrow. It relates to Steve Coleman and a new legal action involving the letter he claims you wrote about your relationship with him. He is giving his account of your relationship from his perspective. If you don't already know what I'm talking about, I can fill you in on background before you either agree to speak with us or decline an interview. We're hoping you'll be willing to talk us to confirm the authenticity of your letter and describe the relationship as you experienced it. Please let me know if you're able to speak and the best way to reach you. My cell is [347-563-7128](tel:347-563-7128). I hope to hear from you soon.
 Sincerely,
 Nancy Dillon

Call me when you read if you can

?

Thank you for

