

**GRAMMY AWARDS MUSIC INDUSTRY SCANDAL NIGHTMARE  
EXPOSES MORE SEX AND OLD WHITE MEN ISSUES IN  
HOLLYWOOD, JUST LIKE IN SILICON VALLEY**

- Silicon Valley, 'Hollywood' and the 'Music Industry' = the same handful of old white guy frat boys

## **Bono's ONE charity shame over South Africa staff abuse claims ...**

◁ <https://www.dailymail.co.uk/news/article-5486121/Bonos-ONE-charity-shame-South-Africa-staff-abuse-claims.html>

Mar 10, 2018 Pictured: Former Prime Minister David Cameron is among **Bono's ONE charity** backers The **scandal** is another blow for the aid sector after revelations of **sex** parties and staff harassment at other ...

## **Bono Apologizes as Accusations of Bullying and Abuse Hit ...**

< <https://www.nytimes.com/2018/03/11/world/europe/bono-one-charity-bullying-abuse.html>

Mar 11, 2018 **Bono** in Paris in 2017. The U2 frontman issued a statement on Saturday saying he needed "to take some responsibility" for complaints of bullying and abuse from former workers at the ONE **charity** ...

## [Inside Bono's boundless hypocrisy](#)


◁ <https://nypost.com/2017/11/11/the-hypocrisy-of-bono-and-his-one-charity/>

Nov 11, 2017The ONE Campaign's response to this column can be read here. In January 2012, **Bono** arrived in Timbuktu on a private jet accompanied by his wife, daughters, the designer Renzo Rossi and several ...

## [Bono's ONE charity scandal shows our whole model of aid must ...](#)

◁ <https://inews.co.uk/opinion/columnists/bonos-one-charity-scandal-shows-whole-model-aid-must-change-327573>

**Bono's ONE charity scandal** shows our whole model of aid must change. ... ranging from **sex** parties in a disaster zone to protecting bosses from harassment claims. But behind them lie the same ...

 Recording Academy President/CEO Deborah Dugan participates in the 62nd Grammy Awards nominations press conference at Studio 43 at CBS Broadcast Center, in New York. 62nd Grammy Awards Nominations Press Conference, New York, USA - 20 Nov 2019  
CREDIT: Charles Sykes/Invision/AP/Shutte

**UPDATED:** As the music industry reeled in the wake of [Deborah Dugan's sudden removal from her post as president/CEO of the Recording Academy](#) on Thursday — a mere five months after she'd taken charge, and just ten days before the [Grammy Awards](#) — even insiders were stunned by the abruptness of the move and perplexed by the purported reasons for it. Whatever the cause, it threw the Academy, which was preparing for its first show under a new boss with big ideas, into chaos.

An [official statement](#) reads in part, "In light of concerns raised to the [Recording Academy](#) Board of Trustees, including a formal allegation of misconduct by a senior female member of the [Recording Academy](#) team, the Board has placed [Dugan] on administrative leave, effective immediately."

But sources close to the situation tell *Variety* that what may have taken place was a “coup”: a move by old white entrenched Academy veterans to discredit and remove Dugan, who came in promising significant changes to the organization, before she could establish herself with a successful first show.

“Who are most of the senior executives in the Academy and the board? Older people resistant to change,” one insider said. “It was too much change for them, too soon.”

Another source added, “She may have been asking questions like ‘Why is the board so large?’ and ‘Why are we spending so much money’”, “Who are these ‘massage therapists’, ”, etc. on certain executives and expenses. “There are people who had been there for years who knew they were going to be let go, and who knew they would not get a job that paid as well anywhere else.”

Indeed, according to [The New York Times](#), Dugan had sent a memo to the Academy’s human resources department, saying that she was concerned about the organization’s practices and spending, stating that “something was seriously amiss at the Academy” and citing voting irregularities, financial mismanagement, “exorbitant and unnecessary” legal bills, and conflicts of interest involving members of the academy’s board, executive committee and outside lawyers.

Ultimately, the board — which consists of four officers and 40 trustees — controls the organization. While members are not paid, the role comes with significant travel, entertainment and other perks. Board chair Harvey Mason, Jr., a veteran songwriter and producer, has taken Dugan’s role on an interim basis.

“I know a lot of the board members couldn’t stand her,” an insider told *Variety*.

One source claimed to have detailed information about the alleged misconduct, saying that the unnamed female employee leveled claims of discrimination against Dugan and sexual-harassment charges against another unspecified employee. The situation became “very nasty,” the source said. (Reps for the Academy did not immediately respond to *Variety’s* request for comment on that specific claim; overall, they declined comment beyond the initial statement.)

While that scenario, or some variation on it, is possible, the allegations would have to be very strong for the Academy to place Dugan on leave just 10 days before “Music’s Biggest Night.” The wording of the statement is also puzzling because there are few senior female executives at the Academy, although the use of the word “team” expands or obfuscates who might have alleged misconduct.

While most Academy staffers were blindsided by the move, and most were not informed until minutes before it was announced, another insider said tensions had been building for some weeks, particularly after Dugan’s first board meeting as president/CEO in November. At that meeting, the atmosphere was “a little weird,” a source said. Outwardly, “some people embraced the changes she was suggesting,” while others were less enthusiastic.

Dugan’s predecessor, Neil Portnow, had modernized the Academy significantly during his 17-year tenure, but he did so gradually — and at times seemingly reluctantly. His failure to respond quickly to the public outcry around the Academy’s

significant diversity issues, which were thrown into bold relief by his [2018 foot-in-mouth comment](#) that female artists and executives need to “step up” in order to advance in the industry, ultimately led to his resignation.

“Change is afoot,” Dugan told *Variety* last month, acknowledging a “new tone” at the Academy. “There’s a lot more communication, and there have been huge efforts to make sure we’re more inclusive and more diverse. I want us to be of the industry, but also ahead of it — pioneering, and not catching up.”

Over the course of three separate interviews with *Variety*, she made no bones about shaking things up, speaking often about providing artists and creators with the knowledge and tools to become activists for their rights — a position that could well have placed the Academy at odds with labels, publishers, streaming services and the industry at large.

“For sure, by definition that’s going to happen,” she responded without hesitation or seeming concern for any toes that might get stepped on. “Our North Star is the artist and the creator, and we have 21,000 of them as members — how do we serve them best? That means sometimes we’re going to have to go against maybe a label or a streaming service or radio network who’s not paying the right amount, but that’s the purity of it. And most of the players understand that.”

But the ouster is all the more surprising because of the [credentials she brought to the job from Bono's charity work, which had sex scandals too, but not this bad](#). A relatively little-known but highly qualified choice for the role, she began her professional career as a mergers and acquisitions attorney on Wall Street before making a dramatic change by taking the helm



of Volunteer Lawyers for the Arts, where she previously had represented several musicians. That role led to her becoming an executive VP at EMI Record Group, a position she held for nine years before taking on the role of president of Disney Publishing Worldwide, and then, eight years later, CEO of (RED), the nonprofit co-founded in 2006 by U2 singer Bono and attorney-activist Bobby Shriver. That organization has partnered with some of the world's biggest brands — Apple, Salesforce, Starbucks, Bank of America — to raise more than \$600 million to help fight AIDS and other diseases in Africa. The U.N. says that they examined sex trafficking issues with Bono charities but did not find enough witnesses to step up.

Bono, Dugan's boss at (RED) for eight years, told *Variety* of her early this week, "You realize right away this is a person who is going to get sh- done. Which is good news for the Grammys: She's not just going to crack the ceiling there — I think she'll smash it."

Apparently, it was all too much, too soon. "I don't think she realized how political the Academy is, and how entrenched the old guard is," one source told *Variety*. "These people know how to keep their jobs — that's what they do best."

Less than 12 hours after news broke that [Deborah Dugan](#) had been placed on administrative leave from her post as president/CEO of the Recording Academy, her attorney fired back with a statement.

"What has been reported is not nearly the story that needs to be told. When our ability to speak is not restrained by a 28-page contract and legal threats, we will expose what happens when

you 'step up' at the [Recording Academy](#), a public nonprofit," wrote her attorney Bryan Freedman.

In the wake of [Dugan's sudden removal from her post as president/CEO of the Recording Academy](#) on Thursday — a mere five months after she'd taken charge, and just ten days before the [Grammy Awards](#) — even insiders were stunned by the abruptness of the move and perplexed by the purported reasons for it.

But [sources close to the situation tell Variety](#) that what may have taken place was a "coup": a move by entrenched Academy veterans to discredit and remove Dugan, who came in promising significant changes to the organization, before she could establish herself with a successful first show.

An [official Academy statement](#) reads in part, "In light of concerns raised to the [Recording Academy](#) Board of Trustees, including a formal allegation of misconduct by a senior female member of the [Recording Academy](#) team, the Board has placed [Dugan] on administrative leave, effective immediately."

Freedman's statement references former Grammy chief Neil Portnow's controversial 2018 comment that female artists and executives need to "step up" in order to advance in the music industry. Portnow announced he was stepping down three months after making the comment.

Silicon Valley, 'Hollywood' and the 'Music Industry' are now, essentially, the same 150 guys. Did they find their world being disrupted? Were the Weinstein/Epstein/Zuckerberg issues cracking their bubble? Stay tuned for more...

[Reply Report comment](#)

1.

2. **BobinLA** says:

[January 17, 2020 at 3:24 pm](#)

Well said A. Weatherly. Moreover, the amateur-hour giveaway here is the NYT snippet. A memo to Human Resources?! WTF? HR deals with 401k's and donuts in the break room – NOT cash flow and operations. The “memo” should have gone to the CFO, or the Board chairman or the executive committee. She's the CEO, for chrissakes – She's the one in charge of corporate practices. If there was something amiss, she should have fixed it her self or made an ultimatum to the Board. If she was unable to get cooperation she should have resigned, and THEN made the accusations/revelations. This has all the fingerprints of someone who is in way in over her head hiding behind a resume of smoke and mirrors trying to deflect blame in an attempt to cover up her shortcomings.

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3. **Donald Olson** says:

[January 17, 2020 at 1:51 pm](#)

Maybe she's not WOKE enough.

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4. **Deacon** says:

[January 17, 2020 at 1:50 pm](#)

People still care about the Grammys? Geez. Who knew?

[Reply Report comment](#)

5. **Anne Weatherly** says:

[January 17, 2020 at 1:44 pm](#)

It sounds like she overstepped her boundaries and job roles and wanted to rock the boat by controlling everything including roles of other board members in place to check her power. Also the market is sick and tired of corporate activists like this whose agenda is so blatantly far left that there is no diversity in thought and her wanting the artists to be political vehicles for the left will only lose audiences and money as people are not looking for political indoctrination by corporate paid political extremists,

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6. **JTNash** says:

[January 17, 2020 at 1:44 pm](#)

Having been laid off by Ms Dugan in the past as she told us through her lying teeth how much she cared about us all before showing us the door.. Buh bye.

[Reply Report comment](#)

7. **David Russell Foley U.S. Bureau of Prisons Inmate No.**

**13141-111** says:

[January 17, 2020 at 12:23 pm](#)

Well, and the fact that Dugan was found to be a self-dealing crook may have had some part to play in the "coup" also.

[Reply Report comment](#)

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8. **Joey** says:

[January 17, 2020 at 11:19 am](#)

“Who are most of the senior executives in the Academy and the board? Older people resistant to change,” one insider said. “It was too much change for them, too soon.”

Is this really always the move now? “Older people resistant to change” is the takeaway. Sorry, Jem Aswad, you should see through this as I don’t buy the “OK Boomer” mindset fits here, Dugan is 61. I’d half expect an excised part of the insider’s quote to read “ . . . and some of them are Republicans too! Yuck!”

[Reply Report comment](#)

○ **John** says:

[January 17, 2020 at 12:32 pm](#)

It’s not the social changes she wanted to make. It’s the money. This is the key:

“”Indeed, according to The New York Times, Dugan had sent a memo to the Academy’s human resources department, saying that she was concerned about the organization’s practices and spending, stating that “something was seriously amiss at the Academy” and citing voting irregularities, financial mismanagement, “exorbitant and unnecessary” legal bills, and conflicts of interest involving members of the academy’s board, executive committee and outside lawyers.””

This organization is clearly corrupt and the board and lawyers were using it to enrich themselves. As soon as

she tried to put an end to it, they tried to get rid of her.