

April 30, 2024

Dear Melissa M. Young, Zenetta S. Drew [REDACTED], and [REDACTED]

We, the dancers of Dallas Black Dance Theatre, take immense pride in our work. We identify deeply with the company's mission to create and produce at the highest level of artistic excellence.

It is with the company in mind that we have come together in union and petitioned for representation by the American Guild of Musical Artists (AGMA). We have come to this decision with the company's mission and legacy in the forefront of our minds. Every day we passionately strive for the company's motto of "relentless excellence." With the current growth of the organization, we wish to join you in a collaborative effort to uphold the company's mission and foster consistent standards of execution in the work environment and in the culture of the organization. As employees of Dallas Black Dance Theatre, we therefore authorize the American Guild of Musical Artists to represent us for the purpose of collective bargaining.

Our intent is to create a bridge by which the dancers of DBDT and leadership can work together closely to lay strong grounds for increased communication, understanding, and group innovation. Our unionization will set an example in the dance community and reaffirm Dallas Black Dance Theatre's reputation as a leading dance organization today. Further, unionizing at Dallas Black Dance Theatre will ensure that the family we have built here and the work we continue to do to support the organization will be sustained through administrative changes, to the benefit of future generations of dancers who will join our family and spend their careers at DBDT.

We excitedly look forward to working with you and welcome your support at this time.

Sincerely,

The Dancers of DBDT