



NATIONAL
CHAMBER
OF THE YEAR



2023 ANNUAL REPORT



Together, with our business leaders and community partners, we will help lead the Dallas Region to become the best place in the United States for all people to live, work, and do business.



A MESSAGE FROM OUR CEO



We are thrilled to have been named the National Chamber of the Year by the Association of Chamber of Commerce Executives (ACCE) in July. But we don't do the important work we do to win awards. We do it to help make the Dallas Region the best place in the United States for all people to live, work, and do business. I'm so proud of our DRC team of 55 talented and hard-working professionals. We also can't do what we do without our Board of Directors, who provide great guidance and support, and our 700-plus member companies, whose financial contributions and confidence allow us to do the work we do on their behalf.

Since 2010, 205 companies have moved their headquarters to the Dallas Region, and more than one million new jobs have been created here. We are now home to 24 Fortune 500 companies, and 10 of the last Fortune 500 headquarters moves are from eight different business sectors. The Dallas Region is No. 1 in the nation in three-year job gains, and our employment numbers have now exceeded pre-pandemic levels.

The DRC's 2021-23 strategic plan allows us to build on that success by focusing on four key priorities: Economic Development; Education and Workforce; Public Policy; and Diversity, Equity, and Inclusion.

The DRC leads the region's economic development efforts, so we have a responsibility to ensure that the students of today are prepared for the jobs of tomorrow. That's why we work hard every day to strengthen our education system to help create a pipeline of homegrown talent with the skills and training needed to succeed in the future. Our high quality of life at an affordable cost makes this a great place to start a career or raise a family. There's no better place in America to be than right here, right now.

Yet while opportunity abounds, we are clear-eyed about our challenges: Our region will not reach its full potential until we bridge the opportunity gap that has divided our community for far too long. The DRC is dedicated to advocating for Diversity, Equity, and Inclusion in all we do — in Board rooms and C-suites, where decisions are made; investing in underserved areas to provide living wage jobs; and through accountable policing and equitable criminal justice policies.

Your investment in our Tomorrow Fund allows us to improve the chances for long-term economic prosperity of our business community and the enhanced quality of life for all who live and work in the Dallas Region.

We carry the National Chamber of the Year honor with pride and humility, and we look forward to working alongside you again this year to make the Dallas Region even better tomorrow than it is today.

Thank you for your continued partnership.

All my best wishes,

Dale Petroskey

TABLE OF CONTENTS

- 3** Meet Our Board Chair
- 4** Building Tomorrow Together
- 6** Economic Development
- 8** Education & Workforce
- 10** Public Policy
- 12** Diversity, Equity & Inclusion
- 14** Member Engagement
- 15** Executive Engagement
- 16** Leadership Programs

CONNECT WITH US



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MEET OUR 2023 BOARD CHAIR



Rafael Lizardi, a Senior Vice President and the Chief Financial Officer of Texas Instruments (TI), is the 2023 Board Chair for the Dallas Regional Chamber. He also serves as Chair of the DRC's Executive Committee and Co-Chair of the DRC's Diversity, Equity, and Inclusion Council.

Prior to his current TI role, he served as the company's Corporate Controller. During his career at TI, Rafael has held a number of other leadership positions in finance and operations, including Controller for the company's high-volume analog and logic business, and the Director of Corporate Financial Planning.

Rafael joined Texas Instruments in 2001 as part of the company's finance development program after serving five years as an officer in the U.S. Army Corps of Engineers. He earned a bachelor's degree in electrical engineering from the United States Military Academy at West Point, a Master of Business Administration from Stanford University, and is a certified management accountant.

Rafael also serves as a member of the board of the TI Foundation.



BUILDING TOMORROW TOGETHER

Our strategic plan, called “Building Tomorrow Together,” allows us to build on our record of success by focusing on four key priorities: Economic Development; Education and Workforce; Public Policy; and Diversity, Equity, and Inclusion. The DRC’s strategic plan is supported by Tomorrow Fund investors.

BUILDING TOMORROW TOGETHER: OUR STRATEGIC PLAN 2021-23



ECONOMIC DEVELOPMENT

Continue to drive economic growth that allows us to recruit companies and talent to the Dallas Region, and help our existing companies grow



EDUCATION & WORKFORCE

Foster collaboration between the business community, educational institutions, and workforce development organizations to meet industry needs and the job aspirations of workers



PUBLIC POLICY

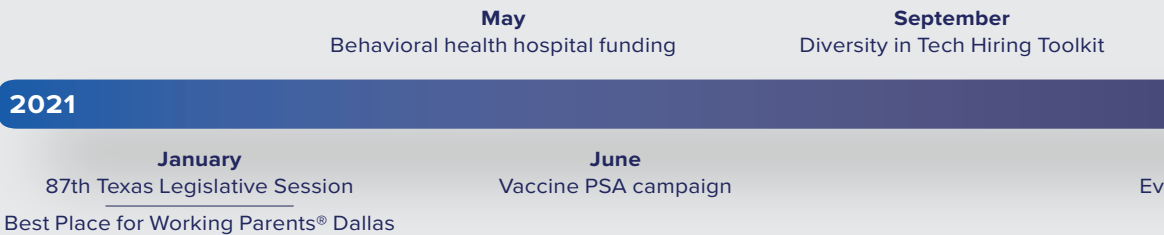
Advocate for pro-business, pro-growth public policies to ensure the continued prosperity of our region while maintaining a high quality of life for all



DIVERSITY, EQUITY & INCLUSION

Address diversity in leadership; education and workforce; community investment in underserved areas; and policing and criminal justice policies

STRATEGIC PLAN IMPACT



BUILDING TOMORROW TOGETHER IS SUPPORTED BY THE TOMORROW FUND

Our Tomorrow Fund is an additional investment above and beyond DRC membership that supports the implementation of our strategic plan. Tomorrow Fund investments allow us to improve long-term economic prosperity and enhance the quality of life for all who live and work in the Dallas Region. Our goal is to make the Dallas Region better tomorrow than it is today.



TOP TOMORROW FUND INVESTORS

AT&T	Texas Instruments
Toyota Motor North America	Wells Fargo
Atmos Energy Corporation	Deloitte
AECOM	Ernst & Young LLP
Baylor Scott & White Health	KPMG
Blue Cross and Blue Shield of Texas	PwC
Comerica Bank	7-Eleven, Inc.
Copart	Frito-Lay North America
Hillwood, a Perot Company	Haynes and Boone, LLP
McKesson	JPMorgan Chase
The Men and Women of Hunt Consolidated, Inc.	Locke Lord LLP
American Airlines	Texas Capital Bank
Jacobs	HKS, Inc.

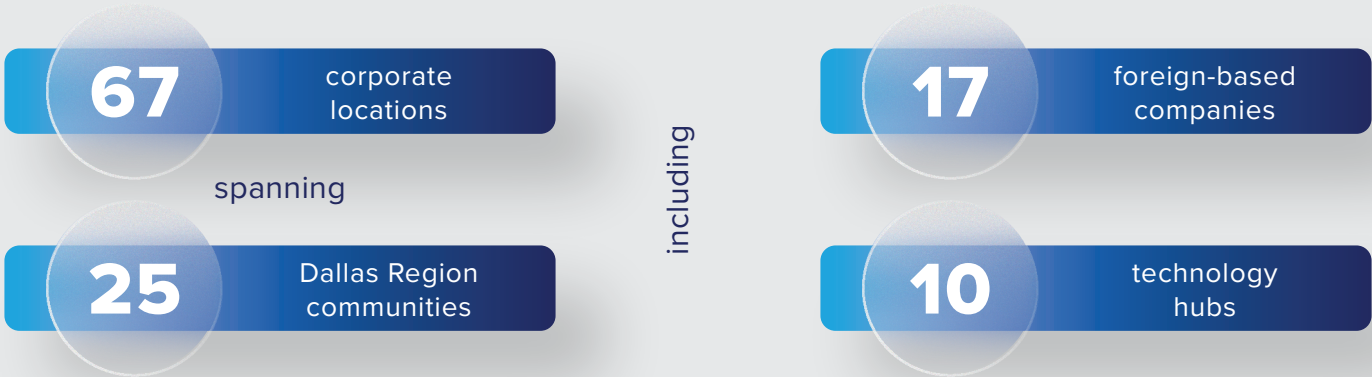
TOP INDIVIDUAL INVESTORS

Jay Adair	James Erwin
Peter Beck	Hawthorne Family Fund
Hal and Diane Brierley	Bill Henry
Lyda Hill	Bobby Lyle
Robert Kaplan	Steinhart Family Advised Fund
Craig and Kathryn Hall	Williams Family Foundation

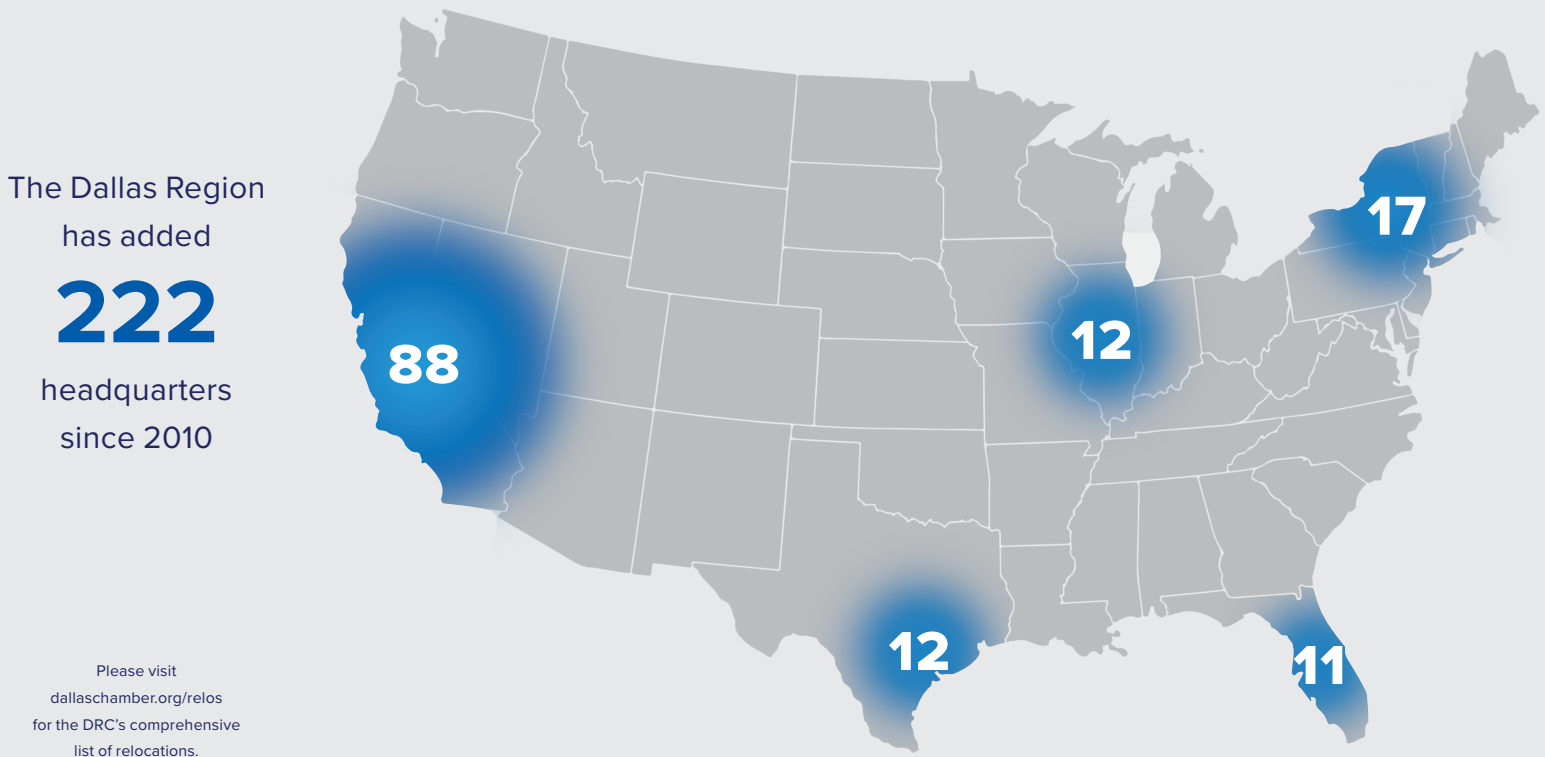
ECONOMIC DEVELOPMENT

The DRC works with our regional and state allies to recruit companies and talent. We focus on companies that pay living wages, lift underserved areas of our region, bring future technologies and innovation, and make our region a better place for all people to live, work, and do business.

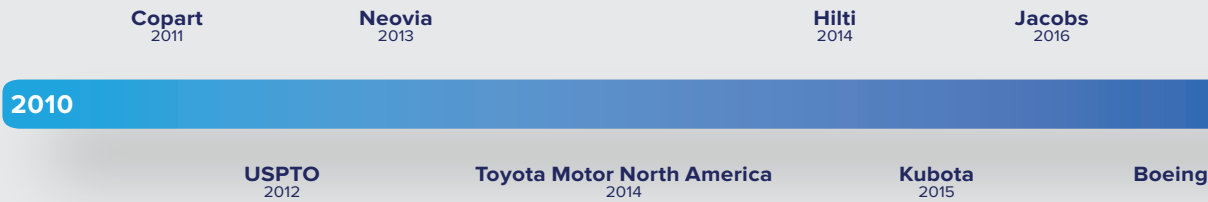
2022 TOMORROW FUND IMPACT



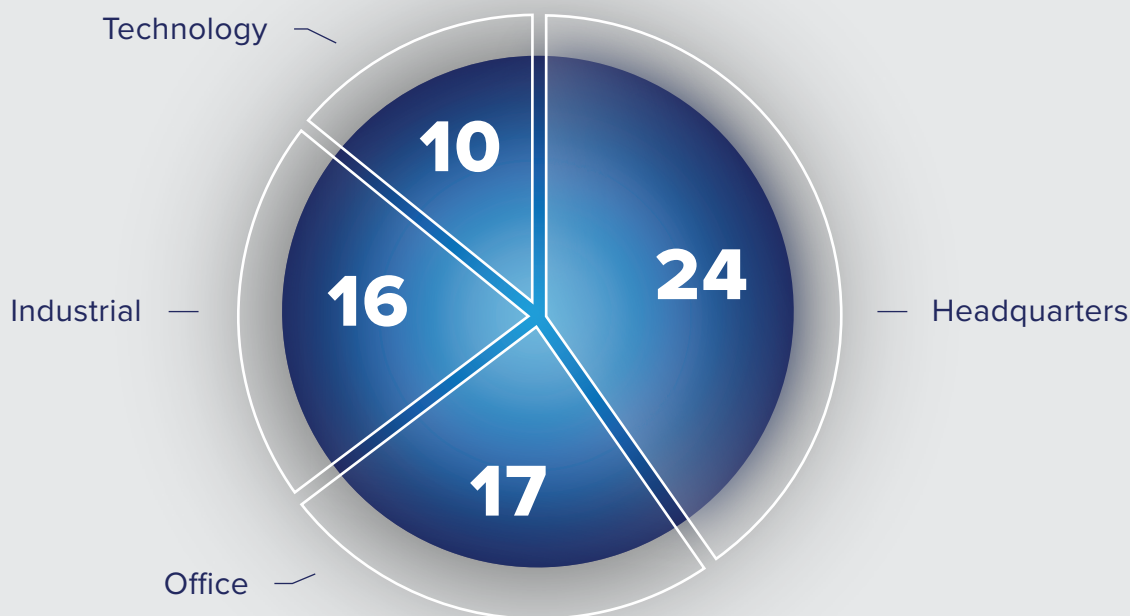
TOP FIVE STATES OF ORIGIN FOR COMPANIES RELOCATING TO THE DALLAS REGION



NOTABLE HQ RELOCATIONS

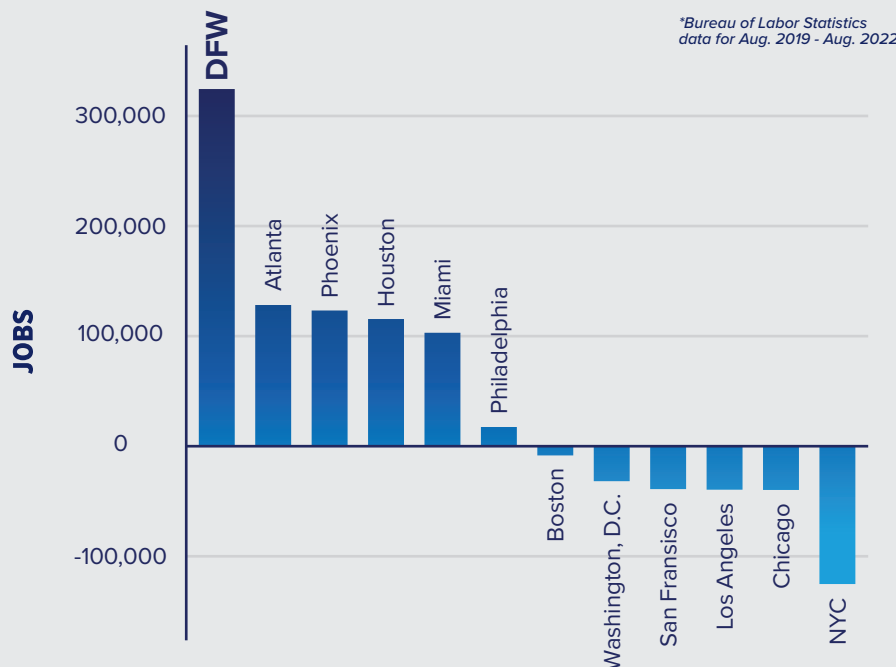


2022 CORPORATE LOCATIONS AND EXPANSIONS BY TYPE



DALLAS REGION RANKS NO. 1 IN JOB GROWTH AMONG MAJOR METROS*

More than 323,000 jobs have been added over the past three years.



THE DALLAS REGION IS A HIGH-TECH HUB

2nd

fastest-growing in the nation with
41,593 new tech jobs since 2017

5th

in the nation with
282,021 total tech jobs

34%

of Texas' tech jobs are
in the Dallas Region

Smoothie King
2018

PGA of America
2018

McLaren
2019

CBRE
2020

Caterpillar
2022

2022

Global Services
2017

Core-Mark
2018

McKesson
2018

Charles Schwab
2019

AECOM
2021

EDUCATION & WORKFORCE

The economic success of the Dallas Region is closely tied to the quality of our regional talent pipeline, from early childhood through K-12 and higher education to a job or career. The DRC fosters collaboration between the local business community and educational institutions to meet regional industry needs.

2022 TOMORROW FUND IMPACT



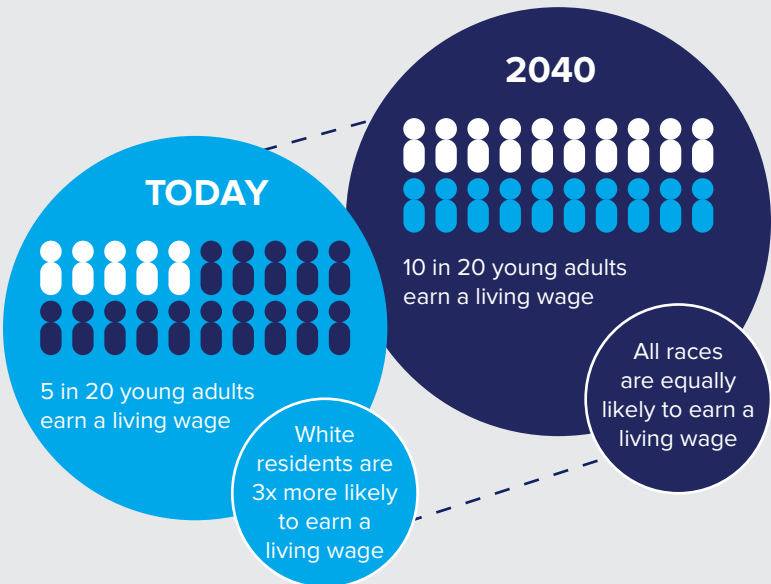
DALLAS THRIVES CAMPAIGN

Building upon the Dallas Thrives initiative and the Say Yes to Dallas brand, the DRC launched a marketing campaign to promote connecting young adults to jobs in the information technology and health care sectors. The campaign is focused on raising awareness of educational programs and high-demand career pathways among students, recent graduates, and job seekers living in the Dallas Region.



11.1M
social media
impressions

54K
digital ad clicks
to view website



sayyestodallas.com/jobs

TEXAS COMMISSION ON COMMUNITY COLLEGE FINANCE

The DRC engaged 12 regional business leaders in a year-long advocacy campaign focused on making recommendations to the Texas Commission on Community College Finance. The group's efforts included these recommendations for new state investment in community colleges for the 88th Texas Legislature:

\$650M

in proposed new state funding
for community colleges



State funding based on community
college student outcomes



Increased financial aid offerings to
improve affordability



Enhanced community college
capacity for employer partnerships

BEST PLACE FOR WORKING PARENTS DALLAS®

The DRC's Best Place for Working Parents® Dallas, presented by PNC Bank, promotes the importance of family-friendly policies in the workplace.

121

Dallas Region companies
recognized in 2022

38%

increase in certified
companies since 2021

ECONOMIC IMPACT OF CHILD CARE*



**Texas employers lose
\$7.6B annually** due to work
absences and turnover
related to child care



**74% of Texas parents
reported missing work** due to
child care issues within the
past three months



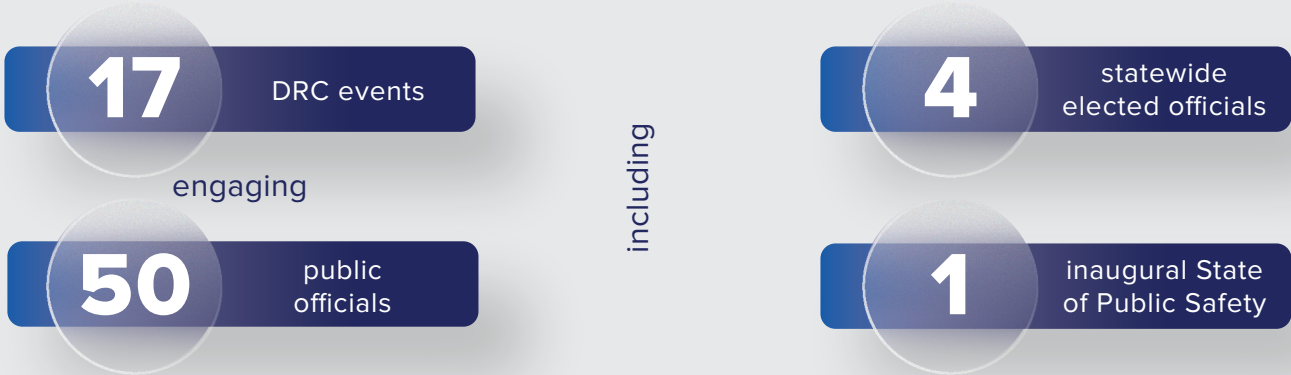
**11% of Texas parents
reported significant
employment disruptions** as
a result of child care issues

*U.S. Chamber of Commerce

PUBLIC POLICY

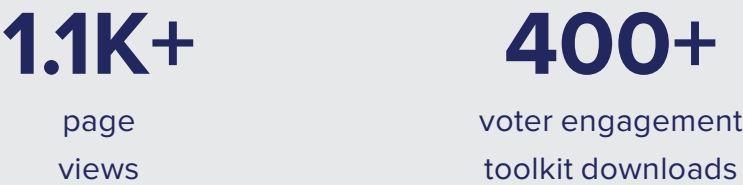
As the voice of the Dallas Region’s business community, the DRC connects member companies with key stakeholders at all levels of government to advocate for pro-business, pro-growth policies that ensure the continued prosperity of our region while maintaining a high quality of life for all.

2022 TOMORROW FUND IMPACT



HELPING BUSINESSES INCREASE VOTER ENGAGEMENT

As our region continues to grow, businesses have an essential role to play in promoting increased civic engagement. To help our members in this effort, the DRC created a nonpartisan Voter Engagement Toolkit that companies can share with their employees.



INFORMATIONAL RESOURCES



dallaschamber.org/vote

KEY POLICY DATES



88th TEXAS LEGISLATIVE SESSION AGENDA

The DRC's advocacy in 2023 will aim to continue driving prosperity in Texas and the Dallas Region by creating opportunities for workers and businesses to thrive. The agenda was informed by:

10 comprised of **90**
working groups DRC members

The DRC also joined the statewide Jobs for Texas Coalition as an executive committee member to advocate for policy solutions to revamp the state's economic development incentive tools.



PRESERVING TEXANS' ECONOMIC SUCCESS

- Preserve Texas' friendly business climate advantage through incentive programs that promote job creation
- Ensure Texas' energy, water, broadband, housing, and transportation options are affordable, reliable, sustainable, and secure



INVESTING IN TEXAS' WORKFORCE

- Preserve the competitiveness of Texas' educational institutions through improved investment in community colleges and reskilling programs
- Provide systemic supports for Texas' child care infrastructure to allow more parents to join the workforce



SUPPORTING A HEALTHY TALENT POOL

- Support innovative approaches to addressing health care labor shortages and creating a pipeline for future talent
- Support policies that increase access to quality care options, particularly behavioral health services



PROMOTING A HIGH QUALITY OF LIFE FOR ALL

- Protect businesses' rights to manage their organizations and employees according to their unique needs
- Ensure Texas remains a welcoming state for all, particularly through public safety initiatives and investments that build an inclusive community

To view the DRC's complete legislative agenda, please visit
dallaschamber.org/stateagenda

October

DRC hosts Texas Speaker Phelan

December

DRC Delegation Day

February

DRC Austin Fly-In

November

constitutional and local elections

2023

November

Convention Center/Fair Park bond passes

DRC hosts Comptroller Hegar

January

118th Congress begins

88th Legislative Session begins

May

local elections

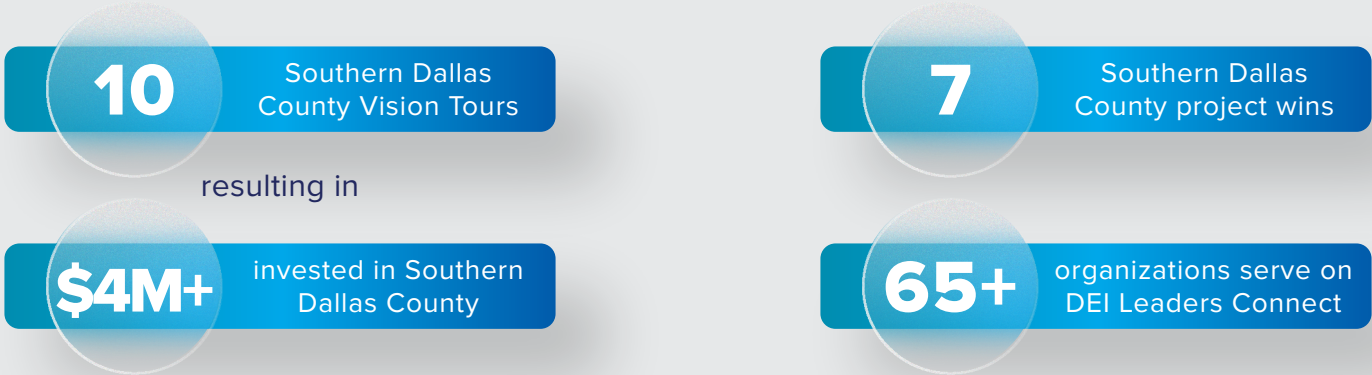
88th Legislative Session ends

Public Safety

DIVERSITY, EQUITY & INCLUSION

The DRC is working with businesses and the community to increase diverse representation in leadership positions, accelerate company involvement in building a talent pipeline, connect companies to investment in underserved areas, and advocate for accountable policing and equitable criminal justice policies.

2022 TOMORROW FUND IMPACT



DEI BENCHMARK REPORT

The DRC’s inaugural Benchmark Report highlights best practices and areas of opportunity in diversity, equity, and inclusion based on the results of a survey sampling of Dallas Region employers.

BEST PRACTICES

90%
offer mental health
counseling or benefits

84%
offer paid
maternity leave

78%
partner to serve
underserved communities

OPPORTUNITIES FOR ACTION

- 
Have a dedicated DEI team
with direct line to the CEO
- 
Establish sponsorship programs
and conduct retention interviews
- 
Establish supplier diversity
programs with spending goals

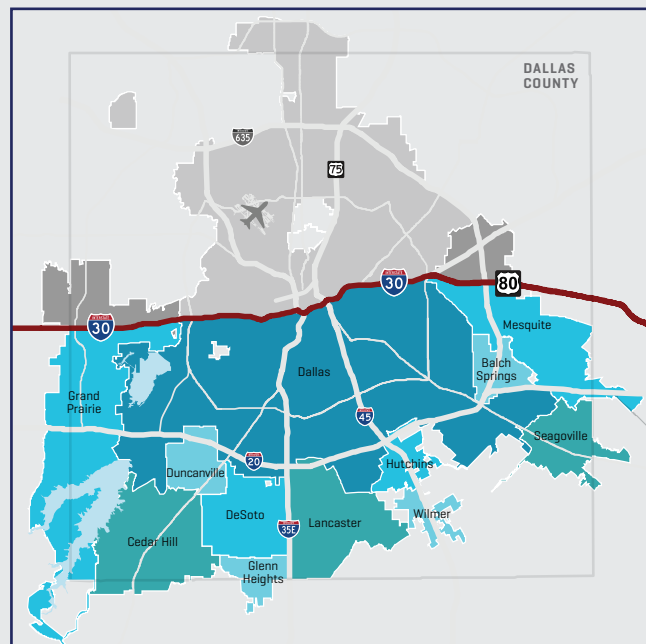
dallaschamber.org/dei

SOUTHERN DALLAS COUNTY COMMUNITY INVESTMENT AND ENGAGEMENT

DRC Vision Tours bring members and investors to Southern Dallas County to showcase its ever-growing economic potential. These interactive tours highlight state-of-the-art infrastructure, education, and workforce development opportunities. Participants hear from project leaders who are positioning Southern Dallas County as a premier location to live, work, and do business.

70+

companies introduced to
Southern Dallas County opportunities



SOUTHERN DALLAS COUNTY ECONOMIC DEVELOPMENT GUIDE

The Southern Dallas County Economic Development Guide is the DRC's initiative to bring economic development, investment, and jobs to Southern Dallas County. This online resource showcases news, communities, real estate, employers, and talent spanning 12 cities and 486 square miles.



BUSINESS & REAL ESTATE DECISION-MAKERS

- Guide your relocation or expansion process
- Monitor economic and real estate development



COMMUNITY MEMBERS

- Access new and expanding employer announcements
- Learn more about your community



SMALL BUSINESS OWNERS

- Access tools to create business plans, presentations, and marketing materials
- Learn about programs and resources to help your business grow



POLITICAL & CIVIC LEADERS

- Gain insight into population and community data
- Learn about real estate developments/projects across Southern Dallas County

southerndallascounty.com

MEMBER ENGAGEMENT

The DRC connects industry experts, business and community leaders, young professionals, and individuals passionate about the Dallas Region. DRC membership provides access to engage with the business community and support the region through events, councils and task forces, sponsorships and branding opportunities, and more. Together with our member companies, we are leading the Dallas Region to be the best place in the United States for all people to live, work, and do business.

700+

DRC member
companies

85%

retention

115 NEW DRC MEMBERS IN 2022

Akin, Gump, Strauss, Hauer & Feld LLP
Aligned Data Centers
AmplifAI Solutions, Inc.
Arches Media
Ashford
Aurora
Be An Angel
Big Rock Educational Services
Buckner International
Cafe Momentum
CBD Kratom
Celanese Corporation
CGL Companies
Charter Communications
Chime Solutions
Choctaw Nation of Oklahoma
CKP Group
Commerce Bank
Communities In Schools of the Dallas Region
Corner Bakery Cafe | CBC Restaurant Corp.
Cresa Global, Inc.
CrossFirst Bank
Cushman & Wakefield of Texas, Inc.
Dallas Children's Advocacy Center
Daseke Inc
DeVry University
Diodes Inc.
Dominus Commercial Inc.
Dorsey & Whitney LLP
DPR Construction
EarthX
EisnerAmper
Encore Bank
EssilorLuxottica
First Horizon Bank
Forest Forward
Fresh Consulting
Funneled Through
Fuzse

Gallagher
GameStop Corp.
GEICO
Helping Hands for Single Moms Dallas
Impact Intelligence and Investigations, LLC
Ito En North America
JSX
Kanarys, Inc.
KaZee, Inc.
KEIRUS BY KJE
Labora Group
Live Nation
Low Country Quisine
LURIN Advisors, LLC
M&J Lupton Investments, LLC
Marsh USA Inc.
MC2 Institute
McCownGordon Construction
Mercer
Merrill Gardens
Mommies In Need
Mr. Cooper Group
MW Logistics, LLC
NAF
NDBT
NexPoint*
Nexstar Media Group
Nomi Network
Ofenloch Consulting
Okon Metals
OpenKey
Optimal Partners Inc
Our Door to Yours, LLC
Park Place Dealerships
Pegasus Bank
PGA of America
PMG
Potandon Produce
Pridestaff

Prison Fellowship
PROAN Trading LCC
Public Financial Management
Qatar Airways
Readers 2 Leaders
RECARO Aircraft Seating Americas, LLC
Reef Technology
Rehab Synergies
Resultant
Retina Foundation of the Southwest
RoundTable Technology
Russell Reynolds Associates Inc.
Sands Corporation
Smith Seckman Reid, Inc. (SSR)
SRP Environmental
Steptoe & Johnson PLLC
Susser Bank
Tangram Interiors
Tata Consultancy Services
Telvista
Texas 2036
Texas Central
The Bridge Homeless Recovery Center
The Event Nerd
The Reeds Public Relations Corporation
The Thanks-Giving Foundation
True North Advisors, LLC
Unispace
Uplift Education
Urban Land Institute
US Army Recruiting Office
Vanguard
Vela Wood, P.C.
VIP
Walter P Moore
We Are All Human d/b/a The Hispanic Star
Zirtue

as of Sept. 30, 2022

EXECUTIVE ENGAGEMENT PROGRAMS

The DRC provides programming tailored to C-suite executives to build relationships and discuss key issues as we work together for the continued prosperity of the Dallas Region.



EXECUTIVE CIRCLE

The Executive Circle (formerly Board of Advisors) is an invitation-only program that brings the top executive from member companies together to develop relationships and foster discussions about key issues affecting the Dallas Region.



EXECUTIVE WOMEN'S ROUNDTABLE (EWR)

EWR provides senior executive women a forum to build relationships, discuss current issues, overcome challenges, and achieve more in their professional and personal lives. This unique program brings together a diverse array of industries.



WELCOMING NEW EXECUTIVES (WNE)

WNE helps new C-suite executives fast-track their transition into the Dallas Region business community by making connections with top business and community leaders, while showcasing dynamic cultural, entertainment, and educational offerings.



LEADERSHIP PROGRAMS

The DRC’s suite of leadership programs creates a pipeline of personal and professional development opportunities for all career stages, growing leaders across companies, careers, and communities.



LEADERSHIP DALLAS (LD)

Founded by the DRC in 1975, LD is the region’s premier leadership program, designed to help executives address challenges and opportunities facing the Dallas Region through a one-of-a-kind curriculum.



LEADERSHIP DALLAS ALUMNI (LDA)

LDA is comprised of graduates of LD as well as alumni of similar leadership programs across the country who now call the Dallas Region home. Forty-seven years and more than 2,300 participants later, the contribution and dedication of alumni has had an invaluable impact on our dynamic region.



YOUNG PROFESSIONALS (YP)

YP engages emerging leaders who are committed to leadership development, public policy, and community engagement through dynamic programming and exclusive events. Additionally, LEAD YP is a professional development program specifically for YP members.



say *yes* to Dallas



Say Yes to Dallas is a talent attraction initiative of the **Dallas Regional Chamber**. This communications and marketing campaign connects workers with the **resources they need to discover** the Dallas Region and enjoy a thriving career for years to come.

RESOURCES TO ATTRACT & RETAIN TALENT

The DRC helps local employers and human resource professionals attract and retain talent by providing resources and information through Say Yes to Dallas toolkits and marketing materials highlighting why the Dallas Region is the best place for all people to live, work, and do business.

- ▶ **Recruiting Toolkit:** key messages and marketing materials about the Dallas Region
- ▶ **Diversity in Tech Hiring Toolkit:** resources to help employers recruit and diversify their tech workforce
- ▶ **Essentials Guide for Candidates:** information on communities, schools, parks & outdoors, and culture
- ▶ **Dallas Newcomer & Relocation Guide:** free magazine for candidates & newcomers
- ▶ **Newsletter:** seasonal newsletter with everything to know about what's happening in the Dallas Region
- ▶ **Events:** designed for HR and recruiting professionals, college interns, job seekers, and tech talent



DRC

DALLAS REGIONAL CHAMBER

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dallaschamber.org