



SUSTAINABILITY ACTION PLAN

Firm Strategies to Address Climate Change | Third Quarter 2020





TABLE OF CONTENTS

04	Overview
06	Executive Summary
07	Our Commitment to Sustainability
08	Our Work
08	<i>Project Goals</i>
09	<i>Energy Efficiency</i>
09	<i>Material Conservation</i>
10	<i>Human Health</i>
11	<i>Project Benchmarking</i>
12	Featured Projects
16	Our Design Process
17	Outreach and Advocacy
18	Training and Education
19	Operations
24	Acknowledgments



“

Architects have a responsibility to design and build for the future. We have to consider how people and communities will be able to thrive and do what's right to help make our world a better place for future generations. ”

Esther Cho Liu, AIA, LEED AP

Principal, LSW Architects



OVERVIEW

Human activity has and will alter the health of our world. Climate change, air and water quality, and natural resources are all impacted by our decisions.

This plan is about making important choices and taking action. Motivated by our love for and sense of duty to people beyond this generation, we are committed to providing opportunities that will have a positive environmental impact.

OVERVIEW

As architects, we are in a position to address climate change by channeling our efforts toward sustainable and resilient design practices. That is why we are committed to researching, implementing, tracking, and refining processes that make our current and future impact a key decision-making priority and a benchmark for project success.

Across the firm, we've focused our efforts in three directions:

Internally: Publishing our plan and equipping our team with the tools, resources, and information needed to act in response to climate change

Professionally: Communicating our position on sustainability to broaden the conversation and activate our plan

Community-Wide: Holding ourselves accountable to the communities that we love and serve

This document serves as a record of what we are currently doing to address climate change through sustainable design practices. We plan to add, revise, and update this information on a regular basis.



EXECUTIVE SUMMARY

Our Commitment

- We have made sustainability a part of every aspect of our business to facilitate continual improvement and focus on related issues
- We continue to track and refine metrics and processes to support achieving sustainability goals
- We are committed to bringing our focus on sustainability to new and existing relationships, in order to create and expand opportunities where we can have the greatest potential to create a ripple effect

Our Work

- Our body of work includes K-12 Education, Higher Ed, Multi-family housing and mixed-use, as well as a mix of healthcare, office TI's, and tenant improvements
- The majority of our work complies with Washington Sustainable Schools Protocol (WSSP) or Leadership in Energy and Environmental Design (LEED)
- Our efforts to stay on track to achieve 2030 Challenge EUI targets on all projects are being tracked, measured, and submitted to the AIA 2030 Design Data Exchange

Featured Projects

- RiverWest: 323,693 sf, Multifamily Mid-rise, LEED™ Platinum
- Clark College - STEM: 70,000 sf, Higher-Ed Building, LEED™ Gold

Our Design Process

- Sustainability is part of our process from the beginning of design to occupancy and beyond; This includes a robust kickoff to assess the potential of each project and set goals, check-ins at each stage of the project, and a thorough post-occupancy evaluation once the building has been operational for a year
- All major educational projects will include a life cycle analysis and energy use benchmark comparisons.
- We are regularly reviewing material health and embodied carbon impacts, and looking for opportunities for improvement

Our Design Process (Cont.)

- We are committed to regularly reviewing our metrics and sustainability action plan for additional rigor and opportunities for improvement

Outreach and Advocacy

- Engage partners and policy advocates working within the region and State, to advance standards we believe best support the environment and human health
- We are investing in the education for students within our communities and programs – Design CoMission (teens) and LSW Design Summer Camp (youth)

Training and Education

- LSW has budgeted time and resources for office-wide participation in sustainability efforts
- Opportunities include tools, resources, and support to explore the boundaries of sustainable design, with the goal of increasing firm-wide knowledge base

Operations

- Continue to implement initiatives and policies that promote employee health and wellness, and equity and inclusion
- Consistently measure and improve our operational practices; including our purchasing decisions for the firm

Vision for the Future

- By grounding our processes and decisions in research and a defined value system, the firm's work must reflect what is best for people and the environment. Our goal is to inspire hope and urgency within our community, and to bring people together in order to take action.

OUR COMMITMENT TO SUSTAINABILITY

LSW is supported by a multigenerational team of architects, planners, and designers who bring strength to the firm through a diverse cross-section of perspectives and skills. As we look toward the future and our firm's place within it, we view sustainability as a through-line to the story of our work, our design processes, and our values.

This is a matter of urgency. We hold ourselves accountable to our clients and to the public through the quality of the built environment we design. This means carefully considering the long-term impact of our work and how it will serve, benefit, and provide meaningful opportunities. It means creating a system of checks, balances, and metrics that reflect this commitment by showcasing what we are doing in response to the science behind climate change.

Beliefs: Design Matters & We Love One Another

The urban built environment is responsible for 75% of annual global greenhouse gas (GHG) emissions.¹ Responsible stewardship of our planet is a moral imperative for the survival of future generations.

Values: Leadership & Giving Back

The path to a sustainable future is challenging and requires us to hold community health and well-being as the key priority; this is the ultimate incentive for us to enact plans with a sense of gratitude and creativity.

Accountability: Integrity & Stewardship

Meeting the targets of the 2030 Commitment is a matter of integrity; this is about creating a firm for future generations.

The Collaborative Way: Speaking Straight, Listening Generously, & Honoring Commitments

Sustainability issues can be thorny. We will discuss them, contribute to educated decision-making, and uphold our commitments.



The Columbia Credit Union, completed in 2020, features a rainwater harvesting tank.

OUR WORK



The 1890's era Witherspoon & Son's building, an adaptive-reuse project from 2014, features original exposed brick, reclaimed wood plank flooring, and natural daylighting provided by frameless glass and open stud walls.

Project Goals

Our work is an expression of our values. It is a combination of the criteria, goals, and processes we employ that determine project success. By documenting the progress, processes, and metrics we use for each project, we are able to use this information to make design decisions and recommendations that are backed up by data and create a ripple-effect. To make sustainability a key consideration with every project, we organize our efforts into the following categories:

- **Energy Efficiency**
- **Material Conservation**
- **Human Health**
- **Project Benchmarking**

OUR WORK



Energy Efficiency

As architects and designers, we know that our work has a significant impact on green house gas (GHG) emissions and climate change. Energy efficiency is one of the most straight-forward ways to measure, monitor, and improve the performance of the buildings we design. This starts at the project evaluation stage, where we work with clients to set aggressive Energy Use Intensity (EUI) goals and prioritized energy efficiency in our design solutions (see graphic representation below). Our team will evaluate performance improvements at all scales. Focusing first on solutions that have a more significant impact, like building orientation and massing, and then dialing in the details to optimize performance, we will work to reduce the operational energy use of the building.

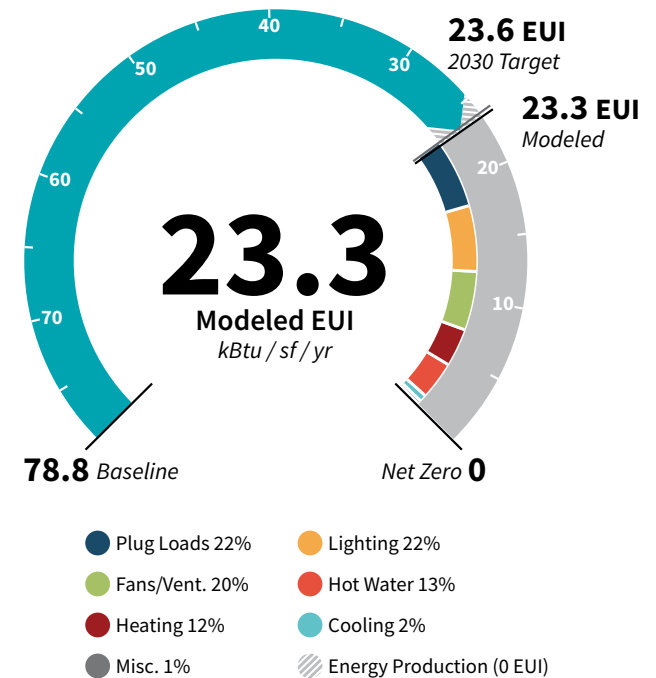


Material Conservation

To reduce the amount of embodied carbon in our materials and construction, we design with a mindset to reuse, preserve, and protect. We are committed to researching alternative materials and understanding a site's environmental context, educating our teams and partners, and making appropriate recommendations. This includes promoting sustainable and regenerative materials, salvaging or reusing materials where possible, and protecting local water resources and ecosystems.

Embodied Carbon: We recognize the need to track carbon produced during a project's material extraction, manufacturing, transportation and construction through life cycle assessments. These help us learn, educate one another, and find ways to lower the amount of embodied carbon resulting from our work. To this end, we will continue to document and benchmark material health targets and educate our teams about the Emissions Footprint associated with our projects, with the goal of always improving on best practices at the firm.

Enhancing Habitats and Supporting Ecosystems: A site's natural biodiversity and ecosystem forms part of our overall design consideration. We believe it is essential to develop an understanding of the site context in order to design a building that is responsive and supportive to natural systems. Our approach is to first consider native plantings, carbon sequestering vegetation, and landscapes that support fragile ecosystems and wildlife. Through the use of biophilic design, we inspire curiosity and promote environmental education.



Graphic illustrates RiverWest's (see pages 12-13) modeled EUI surpasses the 2030 target.

OUR WORK



**Human
Health**

Occupant Well-Being: Good design is the result of art and process in action. It creates the intangible quality that makes a space feel welcoming, comfortable, safe, and right for the people who will use it. We are committed to designing spaces with people in mind. To us, this means considering health, comfort, and environmental quality in the selection of environmental control systems. This means being aware of context and being sensitive to the acoustics, light quality, and thermal comfort of a space.

Environmental Health: We aim to reduce the quantity of materials used on any given project, and design using simple and elegant palettes. The materials we specify should positively impact human health, conserve and protect the environment, and be sensitive to communities upstream and downstream from their production.

Our drive to be great designers is an extension of our desire to be good citizens of the natural world, and to do work that is inspired by our highest aspirations. To support this broad goal, we prioritize products that have publicly available material ingredients disclosures (such as those with the Health Product Declaration) and those in compliance with strict VOC emissions requirements. By documenting our efforts and making the information useful to our teams, we aim to continuously improve and update our specifications and procurement processes to require transparent and optimized products.

Fostering Community: What we design has the power to help shape and impact our communities. Knowing this, we strive to leverage research and self-driven forums to ensure that our design process is equitable and culturally sensitive. We work to improve communities directly impacted by our projects, as well as those indirectly effected through material extraction, production, transportation, and end-of-life cycle uses.



LSW's work on the Vancouver Plaza Neighborhood Clinic, completed in 2019, has set the new standard for community experience for all Vancouver Clinic locations.

OUR WORK



Project Benchmarking

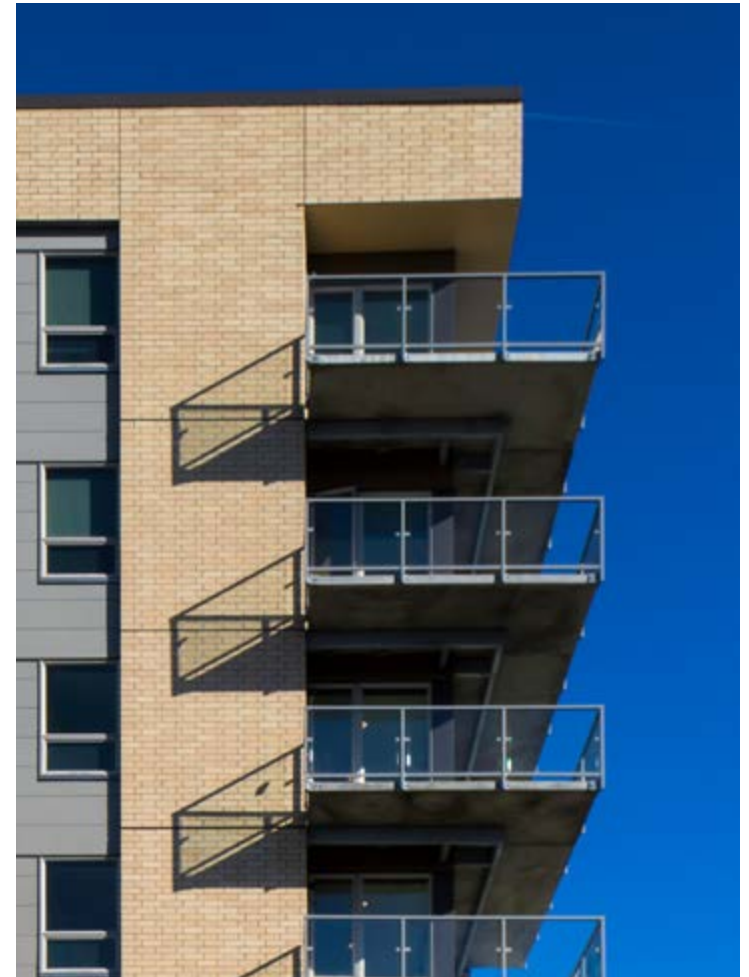
Our goals are what dictate the way we measure and analyze our projects. We are in the fortunate position of having robust building and energy codes that provide a baseline for each project to meet. Additionally, we work with several third party certification programs that require a certain standard of excellence. With each of these in mind, the question must always go back to how each project supports our goals as they relate to reducing operational energy use, reducing embodied carbon emissions, and protecting human health.

LSW and the AIA 2030 Commitment¹: In 2018, LSW became a signatory to the AIA 2030 Commitment. To meet this commitment, we started by evaluating recent projects that we expected would be similar to upcoming anticipated work. Since then, we successfully submitted all of our 2019 projects to the AIA 2030 Design Data Exchange and will continue to do so in the foreseeable future.

Washington Sustainable Schools Protocol (WSSP): State-funded major school construction projects are required to meet this green building standard. This protocol gives priority to areas such as site planning, energy use, material specifications, and indoor environmental quality².

LEED™: The Leadership in Energy and Environmental Design (LEED™) building certification program provides a widely accepted certification standard to focus efforts on selected projects. We have designed LEED™ Silver, Gold, and Platinum buildings including the first LEED™ Platinum multifamily mid-rise in Vancouver, Washington (RiverWest).

Washington State Energy Code (WSEC): Washington's energy code is significantly more restrictive in comparison to others, providing a high standard for us to reach as a baseline. We support the progressive attitude of our state legislature in requiring buildings to meet high performance standards.



The Uptown, completed in 2018, received a LEED™ Silver Certification.

¹ <https://www.aia.org/resources/202041-the-2030-commitment>

² <https://www.k12.wa.us/policy-funding/school-buildings-facilities/school-facilities-programs/high-performance-school-buildings-program>

FEATURED PROJECTS | RIVERWEST





Overview

RiverWest is setting new precedents at a historic location. Sited along the Columbia River and adjacent to the BNSF railway, the project is a catalyst of the new Vancouver Waterfront development. In an area that was previously cut-off from downtown, the reinvigorated waterfront benefited from the collaboration and shared vision of the City, BNSF Rail Line, and Development team. This partnership became a source of inspiration in developing the design concept for the project; a connector of old and new context.

Design Considerations

Connectivity: Fronted by the Columbia River and separated from the city by the BNSF rail line, the context was both a barren brownfield and a beautiful waterfront opportunity. Unprecedented collaboration between the city, the railroad, and the developer reunited this piece of land with the existing urban fabric and created a vision for a destination waterfront.

The articulated base and northern masonry mass give a gentle nod to the character of the city's downtown. This also provides a solid contrast to the lighter, dynamic frame to the south. Together, these materially diverse approaches represent the historic fabric and future of Vancouver.

Another primary design consideration was to maximize site lines, and visually connect to the surrounding historic bridges, mountains, river, and Waterfront Park. This orientation roots the project in its context and brings attention to the beauty surrounding the site.

Sustainability: In keeping with the Waterfront's commitment to sustainability, innovation, and community, RiverWest was designed to meet the USGBC LEED™

Platinum rating and was awarded building certification in 2019. This is the first in Vancouver, WA for the Multifamily Mid-rise classification. Key features that contributed to the LEED™ Platinum Certification include:

- *High-performance systems: HVAC, envelope, and windows*
- *90% drought resistant plants and drip irrigation*
- *LED lighting throughout*
- *Centralized high-efficiency boiler system*
- *Brownfield re-development for mid-rise*
- *Precut lumber packages to control waste*
- *Locally sourced and low VOC materials*

A Unique Living Experience: The building consists of 206 units with over 20,000 square feet of commercial space. There are three levels of parking (238 spaces) with the upper parking deck providing direct access to apartment units; a unique experience for residents.

Building amenities include EV charging stations, pet washroom, secure bike parking, package lockers, Bluetooth access control hardware, a workout room, and a third-floor clubhouse that opens to the exterior courtyard and offers dramatic views.

Key Stats

Total Square Footage 323,693 sf

Project Completion 2019

Apartment Units 206

Retail Square Footage 22,000

Construction Type IIIA over IA - 5 wood framed floors over 2 story concrete podium

FEATURED PROJECTS | CLARK COLLEGE - STEM





Overview

The Science, Technology, Engineering, and Math (STEM) building provides an enhanced learning environment for Clark College students in Vancouver, WA. Brightened by an abundance of natural light and a dynamic program, the 70,000 sf building features modern spaces that cater to the multidisciplinary needs of its students.

Design Considerations

Light and Outdoor Access: The STEM building maximizes the neurological, physical and energy savings aspects of daylighting, while minimizing any detrimental aspects, such as unwanted heat and glare. A rooftop plaza and an outdoor classroom provide alternative learning and studying venues in an outdoor setting.

Movement: The prominent staircases encourage student use when moving between floors. Additionally, the centrally located bike racks and lockers are intended to promote alternative transport options to and from campus.

Sound: Successful acoustics are vital to the learning process. Areas of circulation benefit from the energy and sound of activity, while learning spaces need to enhance the spoken word and encourage focus. Additional care was given to dedicated and informal learning areas to create acoustically appropriate environments.

Sustainability Features

The STEM building received LEED™ Gold Certification in part because of the following:

- **Recycled Waste:** 97.5% of construction waste was recycled.
- **Brownfield Redevelopment:** The new building replaces an antiquated building that had outlived its useful life and contributes to improved environmental quality by addressing asbestos contamination in the soil, which was removed from the site prior to construction.
- **Reduction of Water Use:** Low-flow and sensor activated plumbing fixtures were selected to achieve a 30% reduction in water usage over a standard building.
- **Enhanced Commissioning:** Ensuring the building systems are functioning as designed.
- **Responsible Material Use:** 50% of the wood used on the project was certified by the Forest Stewardship Council.
- **VOC:** Interior finishes selected meet stringent guidelines for VOC content.

Key Stats

Total Square Footage 70,000 sf

Project Completion 2016

Construction Type IA

OUR DESIGN PROCESS

To ensure our design work supports our goals and deepens our collective knowledge base, we have implemented a number of activities and strategies that serve to inform, track, and revise our design process. These processes are deployed across projects in order to connect our values with project goals, to measure the impact of our work, and share the results with our community.

Project Activities

Sustainability Design Charrette: This collaborative exercise provides all stakeholders with a chance to identify site conditions and understand strategies that can be implemented to maximize building performance and closely study energy performance, embodied carbon emissions, and material health. WSP and LEED are often used as the framework for structuring the charrette, although the goal of the activity is to move beyond these frameworks and explore areas of unrealized potential. The charrette includes the LSW design team and client, civil engineer, landscape architect, mechanical, electrical, plumbing engineers, as well as acoustic, envelope, and other consultants as required.

Symposium: LSW's signature symposium process is designed to uncover important needs, allow space for perspectives and views, and build consensus in large, diverse groups, all of which help shape the eventual design.

LSW Symposium Objectives:

- *Develop and strengthen relationships with project partners and the community*
- *Track and benchmark participation for the purposes of improving design*
- *Foster acknowledgment and respect of one another's opinions and views*
- *Encourage integrated thinking and participation*
- *Build consensus in large and diverse groups*
- *Instill an ownership of the process and product*

Engagement Vehicles:

- *Hands-on workshops*
- *Web-based surveys and/or webinars*
- *Experience as an event: open house or showing*

Quality Assurance and Quality Control: LSW's approach to quality control is founded on collective knowledge and a methodical review process. Our in-house QC Team is made up of staff not intimately involved in the project, who provide a fresh perspective on all documents. They work through a rigorous, phase-by-phase checklist, which is also given to consultants to include them in the QC process and coordination with other disciplines.

This quality control process accomplishes two things. First, it ensures quality and well-coordinated documents to reduce the potential for added costs and delays during construction. Second, it can be used to identify potential cost savings through improving construction efficiencies.

Specifications: It is important to document and leverage specs that define the performance requirements of all materials used in our designs. These LSW standards provide a baseline for what we see as the best option for environmental health and human health, which is conveyed to owners and contractors. This includes standards for the demolition processes, materials allowed, percentage of waste leaving sites that are not going to landfill, and product declarations identifying the composition of specific products.

Track, Report, and Optimize: We continue to track and create new benchmarks for project work that informs our design practices and recommendations. Our existing efforts include providing data to the 2030 DDX (EUI, properties of the building envelope, and embodied carbon data) and Post-Occupancy Evaluations (qualitative/quantitative building performance). Modeled EUI data and targets are graphically represented and included in each document set at every phase of design.

OUTREACH AND ADVOCACY



Design CoMission Director, Kyle Rogers, leads students in a community project addressing homelessness.

As sustainability continues to shape the internal landscape of LSW and influence the designs we produce, we see it shaping the relationships we build, and the way we work with external parties. It is our responsibility to use our findings and resources to raise awareness and advocate for practices that support the sustainability goals in this plan. These efforts will be coordinated in the following areas:

- *Engaging partners and policy advocates working within the region and State, in order to bolster our collective knowledge, to become more efficient in navigating building codes, and to support standards we already know to be in alignment with our values*
- *Investing in the education for students within our communities and programs – Design CoMission (high school students) and WSU Summer Studio (college students)*

TRAINING AND EDUCATION

We are committed to providing our employees with tools, resources, and support to explore the boundaries of sustainable design and bring their knowledge to the firm. It is our intention to advance both individual and collective expertise in sustainability. To this end, all employees have a focus in at least one aspect of sustainability and are expected to further develop their expertise each year.

LSW Resources

AIA: LSW currently has 23 registered AIA members, including all principals and associate principals. The firm fully covers the annual state and national dues of all AIA-registered architects and supports staff attendance at AIA events or honoring AIA commitments. Additionally, LSW volunteers its office and community facilities to AIA for regional CEU events.

LSW Green Team: The LSW Green Team is dedicated to learning, sharing, and pushing the company's knowledge base and capabilities around sustainability, both for design practices and internal operations. Their function is to better equip us to serve our communities and advance the firm's green agenda, in order to promote and celebrate a healthy lifestyle that extends to our buildings, environments, business practices, and staff - implementing environmentally conscious design.

The team members are also avid ambassadors within the Vancouver community and various organizations, promoting awareness in the ever-evolving world of sustainability, utilizing technological, and research-based resources to continually elevate our performance and keep us inspired.

LEED™ Accreditation: LSW encourages participation by providing 100% reimbursement for LEED™ accreditation and study materials

In-house Learning and Development: LSW provides catered in-house learning and lunch sessions for all team members. We filter product presentations and trainings that come into the office based on their sustainability accreditation.

Social Impact: We design with people in mind. With every project, LSW sets aside a percentage of its profit to invest in local organizations. This is a manifestation of

our commitment to a more equitable, just, and environmentally conscious society. Some of our recent donations have been made to the following organizations:

- *Community Foundation*
- *Clark County Food Bank*
- *NW Association for Blind Athletes*
- *Leadership Clark County*
- *Salvation Army*
- *Council for the Homeless*
- *Habitat for Humanity*



OPERATIONS



The Esther Short Building, home to LSW Architects, was renovated in 2014 and features large, open windows providing natural daylighting for its tenants..

While it's imperative that we monitor and measure the scale and impact of our work as designers, it's important we carry the same values in our office. This bleeds into how we function, the reasons we take action, and the way we make decisions as a firm in a small but growing city. It's as much a process of internal evaluation as it is about charting our course and taking action.

Our operational practices at LSW act as a connection point between our work, lifestyles, and values. Our sustainability goals intersect with all of these areas in a variety of ways. To this end, we have implemented a number of goals and processes to guide how we consume, use, and navigate our workspace. For example, we have implemented practices around recycling, composting, and paper use. Clear identification and instructions have been set in place to make these stations accessible and easy-to-use.

OPERATIONS

Employee Health and Benefits

Fitness and Health: We offer a variety of incentivized and flexible fitness programs that are designed for a more healthy, active, inclusive, and joyful work environment. At all times, there are avenues for employees to suggest and advocate for new programs that respond to seasons, trends, research, and changes to personal preferences.

- **Move Your Feet Campaign:** An annual reimbursement program for staff to purchase shoes for exercise-related activities
- **Office Bikes:** Employees are invited to participate in an in-house bike-sharing program to use for exercise or recreation during work hours.
- **Hood to Coast Team:** The annual Hood To Coast Relay is the largest running and walking relay in the world. This is an iconic event held in our backyard, and a favorite to many of LSW's dedicated runners. Most importantly, it's an opportunity to train, build personal relationships, and finish a race that is held along one of the nation's finest routes.
- **Annual Company Rafting Trip :** Every summer, the entire LSW family heads to the White Salmon River for a day on the rapids. We laugh, we scream, and revel as a team.
- **Book Club:** A weekly meeting of the minds, Book Club is hosted by LSW and gives staff members a chance to share, connect, and challenge our ideas on architecture, design, and other topics.
- **Best Place to Work Committee:** A committee established to nurture our office culture, environment, and operations. This committee serves the LSW team by bringing timely and new initiatives to the office and pushing for a more engaged and inspired design culture.



LSW's employees participate in the 2019 Hood to Coast race (top) and the company-wide, annual white water rafting trip (bottom).

OPERATIONS

Employee Health and Benefits (Cont.)

Mental Health: Mental health is a core part of maintaining a healthy lifestyle and achieving excellence in our work. It's a part of daily life that has to be maintained, destigmatized, honored, and nourished. We are committed to providing the resources and facilities needed to work in a way that promotes health and happiness.

Access to Nature: Biophilic elements in and around the office space provide a connection to the natural world. The floor-to-ceiling windows bring natural daylight into the space and allow for great view of the trees and waterfront. Plants around the office enhance the air quality and have the benefit of enhancing peoples' moods. Additionally, Esther Short Park provides easy access to a natural setting for walks, picnics, or a place to spend moments alone.

FlexHours: To accommodate a variety of schedules, reduce unnecessary commuting time, and allow for employees to utilize the hours they feel most productive, LSW has flexible scheduling across its workforce.

In-Office Facilities: We are committed to providing the resources and facilities needed to work in a way that promotes health and happiness. This includes things like standing desks, ergonomic chairs, and healthy snack options available to staff.

Personal Growth: We recognize that life stresses impact mental health and for those reasons we also offer other benefits like financial wellness tools (SmartDollar and access to Martel Wealth Advisors). In addition, we have developed a coaching program that helps employees with issues they may be facing personally and in the workplace by pairing them with a trusted coach.

Strategic Coach™: The Strategic Coach™ Program provides an opportunity for LSW employees to plan for their future, determine how best to get there, and how to most effectively move toward personal and professional goals.

RYD: When the LSW office outgrew its employee parking space and had to find an off-site location, a new cost-efficient, safe, and user friendly transportation solution was needed. After a series of discussions and brainstorms, an environmentally friendly (100% electric) way to shuttle our team members from two locations to the office and throughout the downtown area was developed.

RYD (Rethink Your Drive) was launched with great success internally. From a design perspective, it was important that we create something that aligns with what we believe is important for the community. The easily recognizable green vehicles quickly attracted the attention of local media and organizations, which have led to new partnerships for the service. In a city that has grown as fast as Vancouver, parking is a common pain point. RYD is currently on track to becoming a non-profit organization, with plans to scale its fleet and areas of service.



The RYD mobile app is set to officially launch in 2020, expanding it's services throughout downtown Vancouver.

OPERATIONS

Stewardship

Energy: As part of our commitment to running an energy-efficient office, we've implemented basic systems to reduce our energy use. These include daylight sensors, occupancy sensors, and LED lights. These incremental steps are the first in a longer journey toward running a net-zero office space.

Reduce, Re-use, Recycle: We strive to lessen our impact on the natural world by doing as much as we can to limit the amount of materials we use, doing as much as we can with what's readily available to us, and recycling as much as possible. From prioritizing digital deliverables over print to maintaining a digital materials library, our protocols are designed to reduce waste. At the same time, by conducting an annual waste audit and documenting our efforts, it is our hope that we use the data to showcase the impact that small, incremental, and intentional changes can make.

Office Events and Food: When catering or hosting internal and external company events, we follow some basic guidelines to select what we use, including:

- *Fresh local food*
- *Support local business*
- *Always ask for reusable flatware and utensils*
- *Preference family style meals to reduce waste*

Commitment to Equity and Inclusion: Our mission, goals, and values are grounded by the idea that all people deserve justice and access to opportunities. We believe in and celebrate the strength that diversity represents. It is from a place of humility and a desire to serve the greater good that we continuously do the work needed to make LSW a workspace that is inclusive and uplifting to all people, and focus on creating equitable opportunities that energize and strengthen our communities.



The Esther Short Building's community room opens to a large outdoor patio offering building tenants access to nature.



“

I am honored to work for a firm that prioritizes sustainable practices and is willing to invest in the future of our community today. It is our job as we design for future generations to consider how we can protect our environment and change what's considered the standard in practice and integrate sustainable efforts into everything we do.”

Naleigha Williams

Designer, LSW Architects

ACKNOWLEDGMENTS

LSW's Sustainability Action Plan stands to become one of the most impactful projects we have endeavored to create. The process required leadership, vision, relationships, collaboration, creativity, and expertise. The future impacts will love, serve, and create opportunities for both people and places in ways that is life changing. None of this would have been accomplished without the dedication and contributions of many, and none of the intended outcomes will be realized without the dedication and collaboration of many more.

Farleigh Winters, I'm not sure I can write enough to fully recognize your contributions, and if I did, I am sure that your superior editing skills along with your humility would edit it down to a simple "thank you". Trevor Weltzer, thank you for consistently seeking the best for LSW with a sense of drive and determination to position LSW as a firm that leads by example. Regan Dyer, your thoughtfulness and consummate professionalism are contagious. Nicole Becker, I am grateful for your relentless pursuit of doing what is right and motivating those around you to do the same. Carrie McIntyre, who knew when you joined our team we'd get both a great architect as well as a natural researcher/legal counsel. Susi Ordonez, you have an uncanny ability to provide feedback wrapped with kindness. Heather Romero, if there were such a thing as a glue-battery, you'd be it, holding things together and giving your team great energy. Spencer Anderson, housing might be your gig but clearly LSW is your jam, thanks for being a foundational element of this work. Brent Young, we are here in part because you pushed us and told us this would be "fun". Jason Olson, thank you for both your direct contributions as well as the way you uniquely support our team behind the scenes to ensure that they have an opportunity to contribute. Karen Knauss, everything you touch is elevated with a higher sense of design and intentionality, thank you. Shara Wokal, your energy and ability to say "yes, we can do that" knows no bounds. Naleigha Williams, grateful that you could speak into these pages words of hope for future generations. Clayton Truscott, I hear your voice when I read these pages, yet still see the fingerprints of those that contributed, well done. Meg Harvey, thank you for pulling this all together in a manner that far exceeds expectations, each accolade described in this acknowledgement somehow echoes in yours as well, sincerest of thanks.

Lastly, Esther Liu and Ralph Willson, I am honored and grateful to work alongside both of you. Thank you for your leadership, your desire to position LSW for maximum impact, and your sense that our biggest and best days are ahead of us!

Sincerely,



Casey Wyckoff, AIA
Principal, LSW Architects

