

GRAHAM BABA ARCHITECTS

Sustainability Action Plan

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Contents

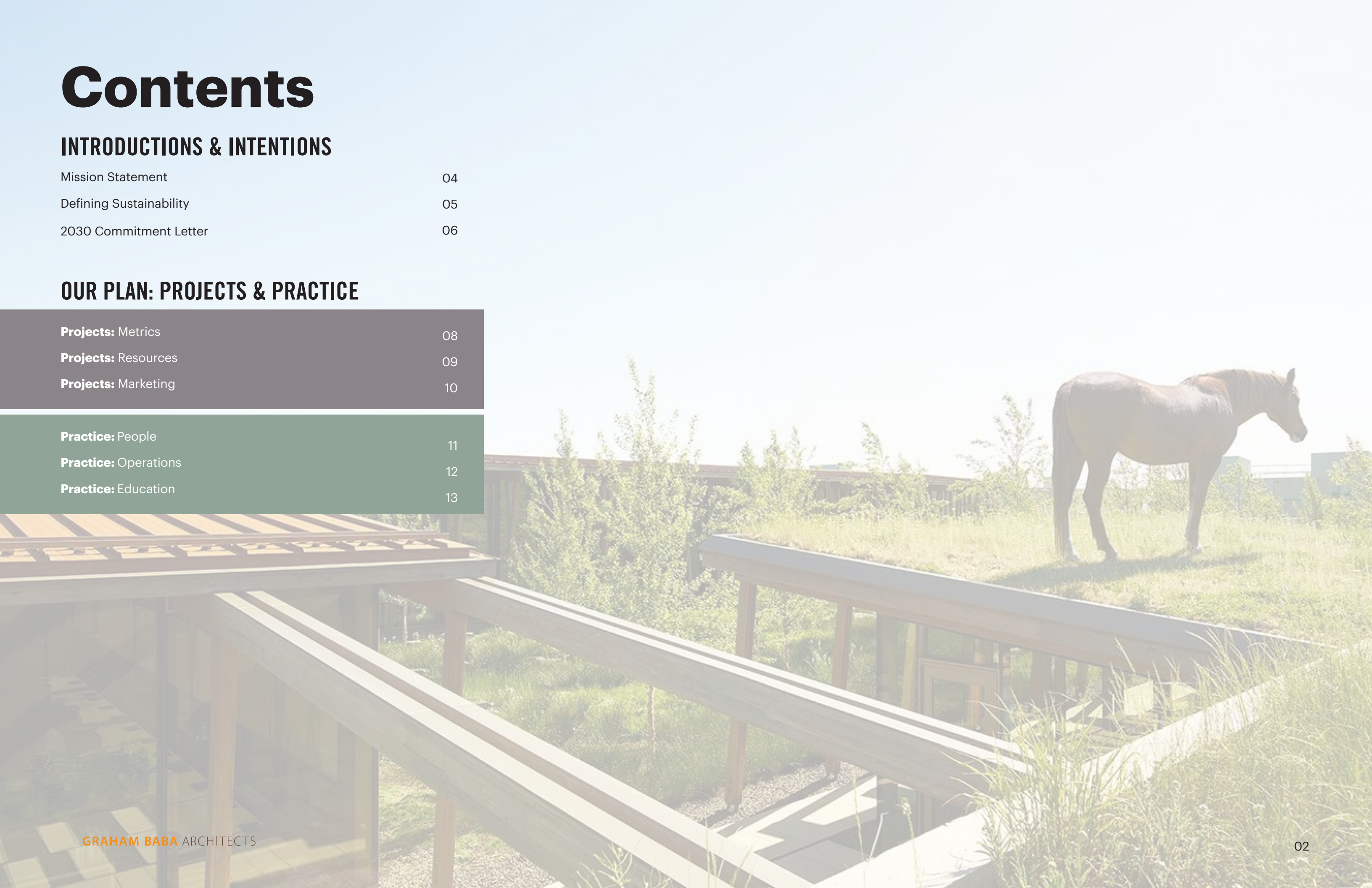
INTRODUCTIONS & INTENTIONS

Mission Statement	04
Defining Sustainability	05
2030 Commitment Letter	06

OUR PLAN: PROJECTS & PRACTICE

Projects: Metrics	08
Projects: Resources	09
Projects: Marketing	10

Practice: People	11
Practice: Operations	12
Practice: Education	13



Introductions & Intentions

Graham Baba Architects is a vibrant pacific northwest architecture firm recognized for the successful place-making of commercial, residential and arts spaces. Whether through the renovation of existing buildings or in new construction, we believe authenticity can, and should, be found in every building by the use of honest materials such as metal, wood, and glass celebrated in their natural state.

We're excited to take the next step in formalizing our collective approach to sustainability as a firm. The built environment has direct impacts on human health, the natural environment, and climate change. It is our responsibility as professionals to guide our clients through the new way of building in an environmentally conscious way.

Our Sustainable Action Plan is intended to be a living document, meaning that it will grow and adapt as we do. Similar to our approach to design, we believe this plan will improve through iterating, testing and refining.



Mission Statement

Graham Baba recognizes the profound influence of the built environment on both human health and the natural world. Our mission is to craft spaces that beautifully respond to this fact.

To achieve this, we believe in infusing design excellence into every facet of our practice. We strive to create buildings and space that not only excel in functionality but also serve as catalysts for a more sustainable and harmonious relationship between humanity and the environment. We believe that designing spaces that matter to people includes creating spaces that are healthy and have a net-positive impact on their communities and environment.

Graham Baba Architects will maintain design excellence while thoughtfully integrating sustainability into all aspects of our practice.

The built environment has direct impacts on human health, the natural environment, and climate change. It is our responsibility as professionals to guide our clients through the new way of building in an environmentally conscious way.



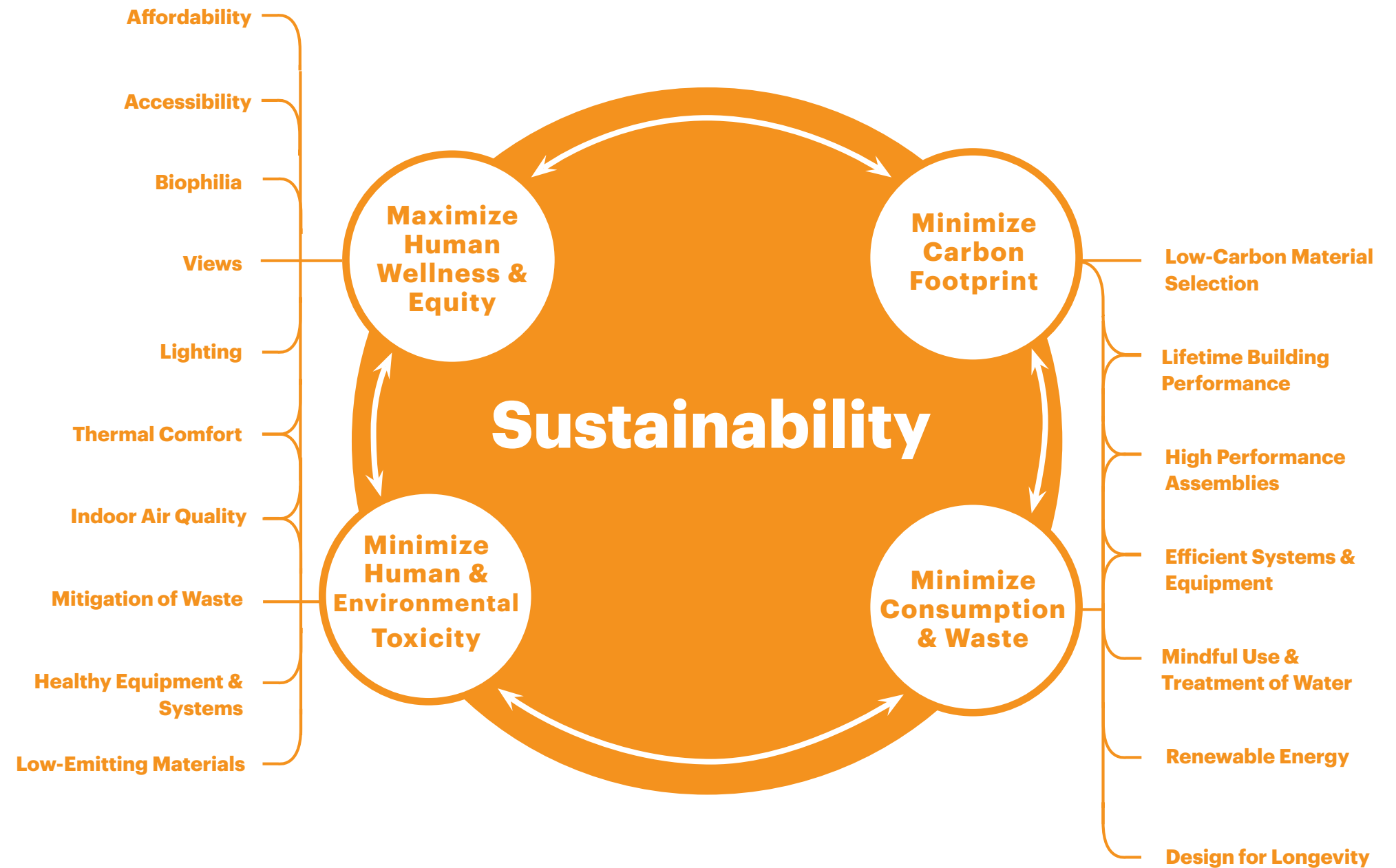
Defining Sustainability

Graham Baba Architects' mission — to enrich the human experience through design — guides us as we define "sustainability" in our practice.

For us, sustainability isn't just about creating environmentally friendly buildings; it's about creating spaces that prioritize the well-being of both individuals and communities.

This diagram outlines our core principles of sustainability and specific design considerations that may be considered throughout our projects and practice.

Sustainability is: maximizing human wellness and equity while minimizing toxicity, carbon footprint, and waste.



2030 Commitment

April 4, 2024

Lakisha Woods, CAE
EVP/Chief Executive Officer
The American Institute of Architects
1735 New York Avenue, NW
Washington, DC 20006-5292

Dear Lakisha:

Graham Baba Architects is hereby signing on to the AIA 2030 Commitment program and its goal of carbon-neutral buildings by the year 2030.

The places where we live, work and play represent the largest sources of greenhouse gas emissions in America, as well as around the world. The design and construction industry has made significant strides toward creating high performance buildings of all types and uses. As a result, the industry is positioned to have a profound impact by continuing to foster high building performance and reducing building-related greenhouse gas emissions.

We understand the need to exercise leadership in creating the built environment. We believe we must alter our practices and encourage the entire design and construction industry to join with us to change the course of the planet's future. A multi-year effort will be required to alter current design and construction practices and realize significant reductions in the use of natural resources, non-renewable energy sources and waste production and promote regeneration of natural resources.

We therefore commit to take the following steps that are part of the AIA 2030 Commitment program:

- Create an account in the Design Data Exchange (DDx).
- Within six months of the commitment date, conduct company engagement related to the 2030 Commitment and create a Sustainability Action Plan.
- Endeavor to meet 2030 energy reduction targets across every project as a deliberate part of design.
- Within the first year and each year thereafter, report the progress of our entire portfolio toward meeting the 2030 goals by using the AIA 2030 DDx.
- Review how progress and practices are tracking with our company's Sustainability Action Plan. Update our Sustainability Action Plan once every three years, reflecting on the progress shown our reporting.

We also support the critical need for more consistent and more rigorous metrics related to actual building performance. We further commit our assistance to the AIA and others in the ongoing development of effective metrics and standards for reporting purposes. It is understood that reporting through the AIA 2030 Commitment program must respect the confidentiality of information about specific clients, projects and proprietary tools.

We look forward to working with you and our professional colleagues to achieve the goals of the 2030 Commitment.

Sincerely,

Jim Graham
Principal / Founder

Brett Baba
Principal / Founder

Brian Jonas
Principal / Owner

Maureen O'Leary
Principal / Owner

1507 Belmont Avenue . Suite 200 . Seattle . Washington . 98122 . 206.323.9932
310 E Laurel Street . Bellingham . Washington . 98225 . 360.800.6906



Our Plan: Projects & Practice

We have organized our Action Plan into two categories:
Projects & Practice.

Our **Projects** will enhance the quality of lives they touch and will, through their careful restraint, help create a sustainable built environment through a quantifiable, metrics-based approach.

Our **Practice** of designers & builders strives to keep improving one another through compassion and education. Our collective aim is to cultivate positive environmental change by nurturing a culture of continuous learning and empathy within our team and our community.



Projects: Metrics

Our goal is to establish and commit to specific project and practice-wide goals, then define metrics to systematically track progress.

IMMEDIATE GOALS

Identify where we are by studying past projects.

- Document accomplished sustainability achievements and lessons learned to inform future goals.
- Collect energy and carbon data for past projects to establish an office baseline.

Develop a streamlined, office-wide approach to project data.

- Establish an internal Sustainability Experts Team to lead the process of tracking project metrics.
- Determine metrics and tracking approaches that projects will commit to following.
- Establish benchmarks that align with our values.
- Select preferred energy and carbon tracking tools and software.

Commit to the 2030 Challenge.

- Report project data as required.

FUTURE STEPS

Develop a library of standard-of-care tools based on data to assist our teams with integrating sustainable solutions.

- Create sustainable milestone checklists for projects.
- Create a checklist for the design team to help guide through sustainable benchmarks.
- Establish sustainability kickoff protocols for all projects.
- Enhance our understanding of energy modeling and its potential applications in projects through both internal and external consultant efforts.



Projects: Resources

We will prioritize and allocate the resources necessary to implement sustainable practices within our firm.

IMMEDIATE GOALS

Identify the best sustainability resources currently available and make them visible and accessible to the entire office.

- Catalog the tools currently utilized that have proven beneficial in tracking metrics or informing decision-making processes.
- Identify and document potential consultants who can assist in achieving sustainability goals.
- When appropriate, build in consultant fees into projects to help us reach our goals.
- Document favorite sustainable materials already in our library.
- Catalog successful sustainable systems approaches from past projects.

FUTURE STEPS

Audit our materials library and past projects' material selections.

- Evaluate the Environmental Product Declarations of our commonly used materials.
- Review commonly used systems and materials for potential improvements to standards.

Expand and improve company-wide resources and ensure they are accessible to the team.

- Identify, test and share software solutions to assist in guiding, tracking, and achieving the metrics we establish.
- Identify and partner with sustainability minded consultants, women- and BIPOC-owned businesses, and certified B-Corporations.
- Establish an office database or external tool cataloging products that prioritize both environmental consciousness and cost-effectiveness.
- Build a baseline of sustainability, aligning with our office goals, into our standard specifications for all projects.
- Create a preferred list of building systems and integrate them into projects.



Projects: Marketing

We will work to attract and align with future clients and potential design partners that align with our sustainability goals and aspirations.

IMMEDIATE GOALS

Clearly communicate our passion for creating a sustainable built environment.

- Publish our Sustainable Action Plan and 2030 Commitment!
- Compile data on projects that have sustainable achievements for publication in marketing materials.
- Add sustainability credentials to employee titles across all media.

Champion the sustainability of reusing buildings.

- Explain and elaborate our stance on sustainability and the reuse of buildings across all media.
- Share experience and lessons from adaptive reuse.

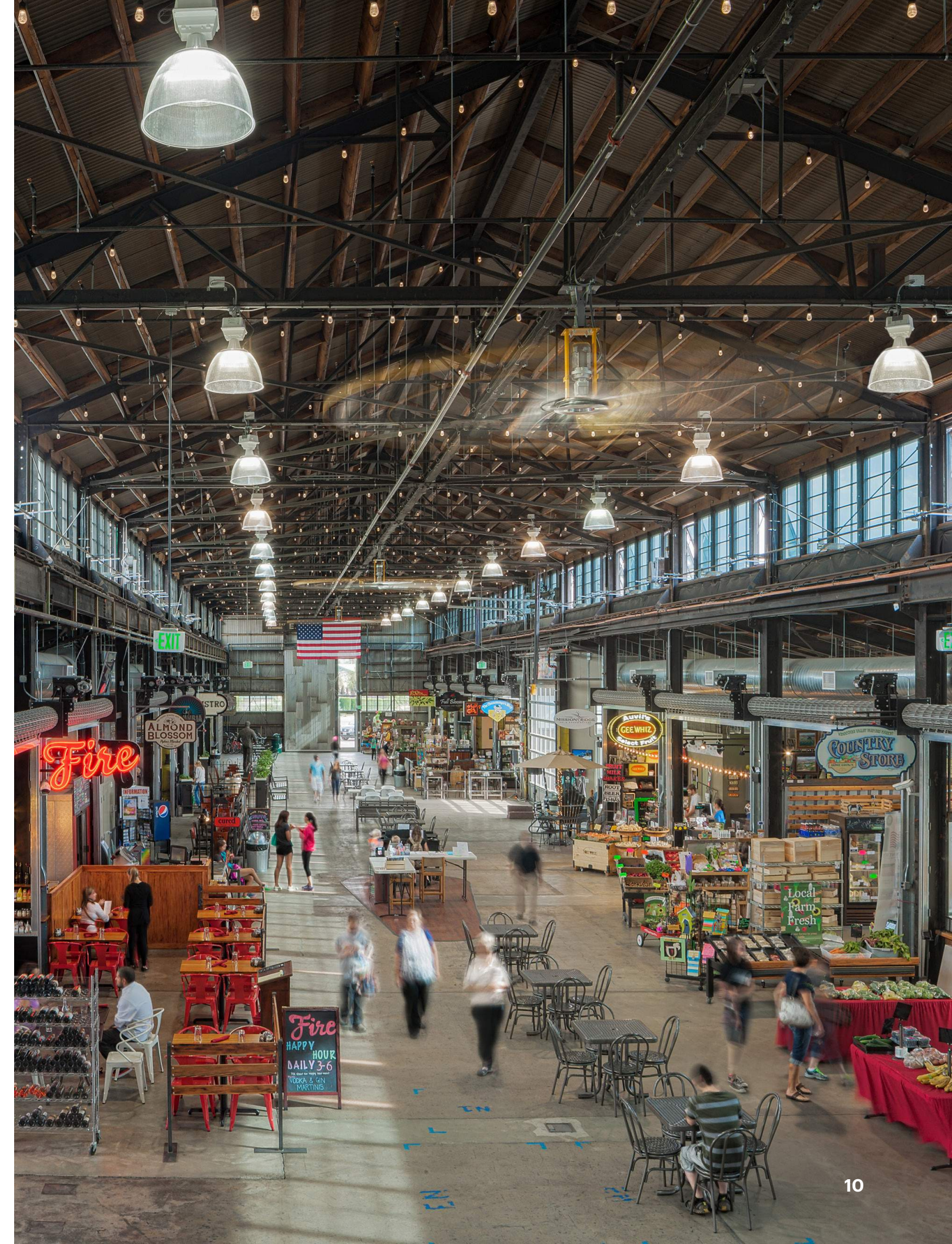
FUTURE STEPS

Keep it up!

- Continually document projects that have sustainable achievements.
- Track project metrics and sustainability measures as they happen and share across media.

Become a thought leader on recycling, retaining and celebrating existing buildings.

- Continue to learn about and improve approaches to the reuse of old buildings.
- Share lessons learned with the greater design community to encourage others to reuse existing materials & buildings at all scales.



Practice: People

We will foster a work environment where new and existing employees are equipped, motivated, and supported to attain the objectives outlined in this plan while encouraging its continual improvement.

IMMEDIATE GOALS

Support the development of our team as people, community members and informed designers.

- Celebrate staff's sustainability credentials.
- Provide stipend to employees to support DEI+Community Volunteering.
- Maintain Just. label.
- Continue company-supported volunteer initiatives, such as BLOCK build days, Seattle Design Festival and more.
- Support community partners and organizations through donations.
- Provide paid accessibility training to designers.

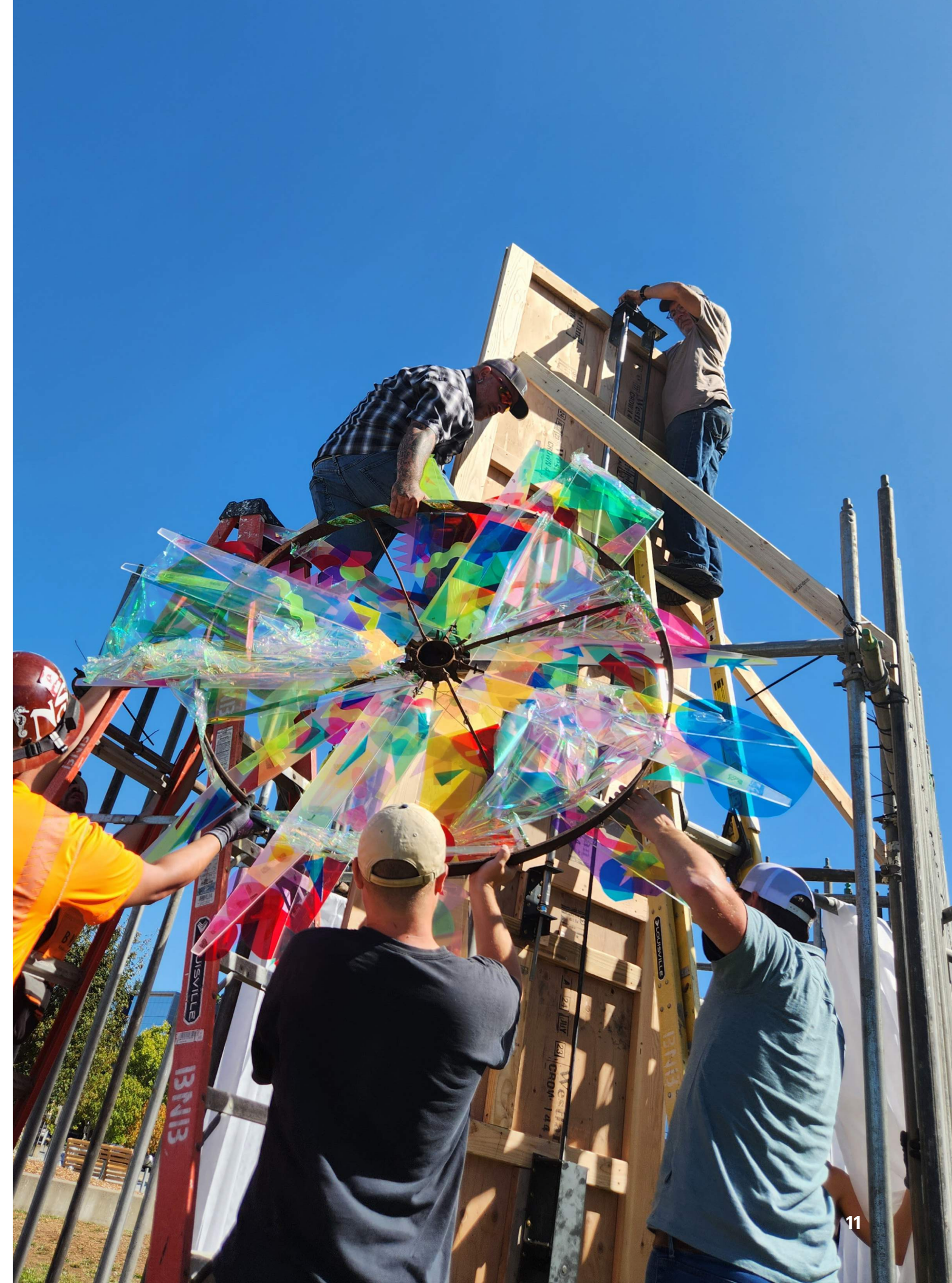
FUTURE STEPS

Encourage staff to get and keep sustainability credentials.

- Incorporate requests for sustainability credentials in hiring advertisements.
- Encourage current employees to expand and maintain sustainability credentials.

Set goals to guide growth and communicate priorities.

- Create specific sustainability-based goals for current employees.
- Incorporate sustainability goals in the employee handbook and into employee on boarding.
- Poll staff for input on distributing charitable donations.



Practice: Operations

We will integrate sustainable practices into our office culture and day-to-day operations alike.

IMMEDIATE GOALS

Through our office policies, we will support sustainable commuting options.

- Office locations encourages sustainable commuting by providing convenient access to public transportation, walking, and biking options.
- Employee benefits include public transportation pass.
- Firm supports hybrid work.
- Secure bike storage provided at the office.

We will audit and evaluate operations at our two office locations, looking for areas to improve efficiency, improve comfort, and reduce waste.

- Track energy, water use, waste generation and air quality for each office.
- Offer ergonomic solutions for office employees to enhance their well-being, productivity, and comfort.

FUTURE STEPS

We will respond to office evaluations with office operation improvements.

- Continue to promote public transit and hybrid work.
- Set up an in-house post-occupancy evaluation process.
- Evaluate and reduce energy and water use for each office.
- Implement fixtures or equipment changes to reduce energy and water use.
- Retrofit offices as needed to reduce energy and water with fixtures, equipment or insulation.
- Implement a recycle, compost, and waste management process.
- Explore and pursue organizations to align ourselves with.



Practice: Education

We will foster sustainable design progress by encouraging education, training, and providing resources for informed decision-making and implementation of sustainable goals.

IMMEDIATE GOALS

We will continue to provide a financial incentive to support the continuing education of our team.

- Provide a \$500 annual continuing education stipend to staff to support developing knowledge in their areas of passion.

We will foster a culture of exchange

- Identify and share educational opportunities that support our goals.
- Prioritize and seek out lunch-n-learn partners that support our sustainability goals.
- We have created a Sustainability Committee and will use it as a grassroots forum available to all staff to participate in identifying areas of interest and exploration.

FUTURE STEPS

We will educate our clients about a wide variety of sustainable opportunities for their projects.

- We will translate sustainable opportunities into digestible options for clients.
- We will revisit



As Chief Seattle said, “We do not inherit the earth from our ancestors; we borrow it from our children.”
At Graham Baba Architects, we are striving to leave a better world for the next generation.