



By Amber Wirth, AIA, LEED AP BD+C | HKS &  
Charles Thompson | Quinn Evans Architects

May 03, 2019

# The Future of Our Culture

SESSION #8

@ Distrit Architecture Center  
421 7th St NW, Washington, DC, 20004

CHRISTOPHER  
KELLEY   
**LEADERSHIP  
DEVELOPMENT  
PROGRAM**

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# The Future of Our Culture

## **PROGRAM SUMMARY:**

The purpose of this session is to recognize the issues of our time that will profoundly influence the future of our culture. The session will challenge scholars to envision their personal career mission and potential contribution required to solve these issues, so that our profession is able to lead progress towards long-term sustainability, equity diversity and inclusion, and wellbeing as our responsibility to the future generations of our profession. We are the leaders that will shape the future of our culture. What will our legacy be?

## **LEARNING OBJECTIVES:**

1. Understand the future District of Columbia development goals and how policy and planning will require a major shift in our current practice to achieve those goals.
2. Understand how clients, consultants and contractors are partnering and shifting process to pull the industry in achieving high performance design.
3. Identify how equity diversity and inclusion, transparency, and wellbeing will be critical to our future culture and the sustainability of our profession.
4. Understand how the future of our people will be impacted from a global HR perspective and opportunities for impact.

## **PROGRAM ABSTRACT:**

The Future of our Culture will be profoundly shaped by the issues of our time. As architects we have the ability and responsibility to be part of the solution for future generations. The future of our culture is in our hands. This session will include presentations, panel discussions, and an opportunity to reflect on this past year in order to prepare for tackling being the change we want to see. The first presentation on the Future of our City: Sustainable DC, will set the stage outlining the current state of our city and what goals are set to help build the healthiest, greenest, most livable city in the US. The first panel discussion on the Future of Partnerships and Process, will share perspectives from our clients, consultants, and contractors on achieving the high-performance development targets of the future. The second panel discussion will be a look at the Future of our Culture through a conversation about equity, diversity, and inclusion, transparency, and wellbeing. The next presentation The Future of our People will offer a more global HR perspective for opportunities to impact. Finally, the scholars will have the opportunity to consider Designing their own Future through reviewing progress LSI reports to see any improvements from the beginning of this program and by reflecting on the potential impact and value of CKLDP on their career as leaders of our profession that are the Future.

# The Future of Our Culture

**Date:** 03.05.2019

**Location:** District Architecture Center, 421 7th St NW, Washington, DC, 20004

**Time:** 12:00 pm – 5:30 pm

## AGENDA

<b>12:00 – 12:15</b>	<b>Lunch Reception and Introduction</b>
<b>12:15 – 12:45</b>	<b>Presentation #1 - The Future of our City: Sustainable DC</b> by Kate Johnson
<b>12:45 – 1:45</b>	<b>Presentation #2 - The Future of Partnerships and Process Panel Discussion: our client's, consultant's, and contractor's perspective</b> by Jessica Long, Sara Lappano, Colin Regan
<b>1:45 – 1:50</b>	Break
<b>1:50 – 2:50</b>	<b>Presentation #3 - The Future of our Culture Panel Discussion: Equity Diversity and Inclusion / Transparency / Wellbeing</b> by MJ Calloway, Sandra Leibowitz, Lida Lewis
<b>2:50 – 2:55</b>	Break
<b>2:55 – 3:55</b>	<b>Presentation #4 - The Future of our People: A global HR perspective and opportunities for impact</b> by Enrique Rubio
<b>3:55 – 4:00</b>	Break
<b>4:00 – 5:00</b>	<b>Presentation #5 - Designing Your Future: Look Back at LSI</b> by Cable Clarke
<b>5:00 - 5:30</b>	<b>Reflections on CKLDP, Conclusion, Housekeeping</b> Amber, Charles & the CKLDP Executive Committee
<b>6:00 – 8:00</b>	<b>Closing Reception</b>

### III. Speakers & Presentations

#### **Presentation #1:**

##### **The Future of our City: Sustainable DC**

The session will kick off with Kate Johnson presenting DC's current goals, targets, and actions in the new Sustainable DC 2.0 plan. Kate will inform the scholars on how the district is planning for the impacts of climate change on our businesses and residents, especially those most physically and economically vulnerable during emergencies.



Kate Johnson, DOEE

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##### **Kate Johnson, District of Columbia Department of Energy & Environment**

Kate Johnson is the Chief of the Green Building and Climate Branch in the Urban Sustainability Administration at the District of Columbia Department of Energy & Environment, where she is responsible for policies and programs related to green building, climate change, and resilience. She is the lead for developing and implementing Climate Ready DC, the District's award-winning plan to prepare for the impacts of climate change. Prior to joining DOEE, Kate worked for the American Council for an Energy-Efficient Economy providing technical assistance and policy support for local energy efficiency programs. Kate received a Master of Public Administration degree from Columbia University's School of Public and International Affairs.

#### **Presentation #2:**

##### **The Future of Partnerships and Process Panel Discussion: our Client's, Consultant's, and Contractor's Perspective**

In this roundtable discussion, Jessica Long, Sara Lappano, and Colin Regan will give brief presentations on how to realistically set and actually achieve high performance targets for the built environment. Scholars will then engage with the panel in a moderated discussion



Jessica Long, JBG SMITH

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##### **Jessica Long, Director of Sustainability, JBG SMITH**

Jessica has been with The JBG Companies, now JBG SMITH, since 2006, starting in the Commercial Property Management department, playing a key role in the development and adoption of the company's formal sustainability program. As the Director of Sustainability, Jessica is responsible for communication of JBG SMITH's sustainability programs and performance both internally and externally, providing employees tools and resources to implement sustainability best practices to ensure the companies long-term commitments to sustainability are met and to manage and measure performance in key metrics related to energy efficiency, resource conservation and waste reduction. She manages the annual GRESB Real Estate assessment submission and is responsible for publishing an annual GRI aligned sustainability report. In 2011 when JBG made a commitment to certify all commercial assets using the LEED EB:O&M rating system she executed a 5-year program using the USGBC's Volume program to certify over 3M SF of office space. Now the JBG SMITH Sustainability team utilizes USGBC's Arc Performance score certification program to maintain the LEED certification of over 16M SF of LEED owned and managed real estate.

Jessica is an active member of the Better Buildings Alliance, the USGBC-National Capital Region chapter, and Co-chair of the NAIOP MD/DC - Sustainable Development Committee for which she was named 2018 NAIOP MD/DC Member of the Year. In 2015 Jessica co-chaired the Greenbuild 2015 Host Committee and in 2016 was named USGBC NCR Member of the Year. Jessica graduated from McDaniel College with a dual major in Business and Communications and a minor in Economics and has been a LEED-AP since 2009, earned her WELL AP in 2016 and recently added the SASB Fundamentals of Sustainability Accounting credential to her resume.

**Presentation #2:**  
**The Future of Partnerships and Process Panel Discussion: our Client’s, Consultant’s, and Contractor’s Perspective**  
*-continued*



Sara Lappano, Integral Group  
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**Sara Lappano, Managing Principal, Integral Group**

Sara Lappano is the Managing Principal for the Washington DC office of Integral Group, an international engineering and sustainability consulting firm. Her firm’s work includes projects in a variety of sectors, including higher education, multi-family residential, and commercial office, but her firm is best known for their leadership in the design of Net Zero Energy buildings. Sara’s technical expertise in lighting design and electrical engineering is shaped by an emphasis on sustainability, ranging from daylighting simulation to designing on-site renewable energy systems. Sara holds both bachelors and masters degrees in architectural engineering from Penn State University.



Colin Regan, Whiting-Turner  
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**Colin Regan, Project Manager, The Whiting-Turner Contracting Company**

Colin Regan is a Project Manager in the Washington DC office of Whiting-Turner, a firm who provides construction management, general contracting, design-build and integrated project delivery services throughout the United States. While Whiting-Turner practices in dozens of market segments, Colin’s area of expertise is Science & Technology with specific experience in pharmaceutical manufacturing, biomedical research labs, mission critical data centers, hospitals, and net zero facilities. Colin’s recent role in the construction of the United Therapeutics’ Net Zero headquarters building included the management of sustainable systems such as geo-exchange wells, photovoltaic arrays, a high-performance building envelope, and electrochromic glazing. Colin holds a Bachelor of Science in Civil & Environmental Engineering from Bucknell University and a Masters in Business Administration from the University of Maryland.

#### **Presentation #3:**

#### **The Future of our Culture Panel Discussion: Equity Diversity and Inclusion / Transparency / Wellbeing**

In this roundtable discussion, MJ Calloway, Sandra Leibowitz, and Lida Lewis will give brief presentations on how the architectural profession is addressing the needs of equity, diversity, inclusion, transparency, and wellbeing. Scholars will then engage with the panel in a moderated discussion.



Marcia Calloway, AIA  
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#### **Marcia Calloway, Director Equity Diversity and Inclusion, AIA**

Marcia (MJ) Calloway has over a decade of association experience and is currently the Director, Equity, Diversity and Inclusion (EDI) at The American Institute of Architects (AIA). She leads the strategic development and implementation of the AIA's EDI strategies. And is also responsible for incorporating diversity into the organizations overall profession which includes state and local components, firms and AIA national membership.

Marcia comes to the AIA from the YMCA of Greater Houston where she served as Director, Procurement and Supplier Diversity. In that role, she established the first ever supplier diversity program and led procurement efforts that ensured a diverse supplier base in the YMCA's purchase of goods and services.

She is recognized as a leader in the field and has provided leadership to the AIA's Equity in Architecture Commission, Diversity Council, Women's Leadership Summit (WLS), AIA National Conference and the Annual Grassroots Conference. She has also served as a member of the American Society of Association Executives (ASAE) Foundation's D&I Research Review Panel, a member of the National YMCA Emerging Multicultural Leadership Experience (EMLE) planning committee, and the Houston YMCA Diversity and Inclusion Board and Committee.

Marcia Calloway holds a Master of Science in Organizational Management and Leadership, and a Bachelor of Science degree in Human Services. In addition to her passion for EDI she is an amateur photographer, salsa/bachata dancer, kickboxer and spin class instructor.



Sandra Leibowitz, Sustainable Design  
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#### **Sandra Leibowitz, Managing Principal, Sustainable Design Consulting, LLC**

Sandra Leibowitz is the Founder, Owner and Managing Principal of Sustainable Design Consulting, LLC, a JUST-certified firm operating from offices in Richmond, Virginia and Washington, DC. Prior to founding SDC, Sandra served as Sustainable Design Specialist for three Washington, DC-area architecture and consulting firms as well as Co-director of the Solar Information Center at the University of Oregon, where she earned a Master of Architecture degree.

Sandra draws from 25 years of advanced experience with hundreds of sustainable design projects and dozens of organizational programs to serve institutions, building owners, design, construction and property management professionals with expert green building consulting and process management. She leads SDC's team of experienced and credentialed professionals integrating green building design, construction, operations and maintenance concepts into commercial, institutional and multi-family residential projects of varying size and complexity. Sandra has authored numerous articles and guidance documents and has served on numerous boards and professional committees. She has been honored in 2017 by Green Building & Design Magazine with a Women in Sustainability Leadership Award and in 2011 by USGBC as one of the first class of LEED Fellows.

### **Presentation #3:**

#### **The Future of our Culture Panel Discussion: Equity Diversity and Inclusion / Transparency / Wellbeing -continued**



Lida Lewis, Wingate Hughes

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#### **Lida Lewis, Director | Passionate Designer | Educator | Thought Leader, Wingate Hughes**

Currently a Director at Wingate Hughes and one of the first WELL APs, WELL Faculty, and Fitwel Ambassadors, Lida is an architect by training and an interior architect in practice with a strong focus on sustainability and its impact on the people in the spaces we design. Lida utilizes her 15+ years of design and sustainability expertise to spearhead thought leadership and efforts incorporating the best of scientific and medical research into design strategies across all her work. She currently serves on the USGBC-NCR Market Leadership Advisory Board, is a part of the global WELL Mind Concept Advisory, is a WELL Faculty member; and was a reviewer for the WELL AP test development, as well as an SME reviewer for the WELL Community Standard and WELL v2. She was recently appointed to the ULI Health Leaders and regularly serves as an SME in Health and Wellbeing, giving presentations from LA to Oman and writing on various wellbeing topics. A firm believer that the design of space has a profound impact on physical and mental health, she supports all who work with her with the wide range of knowledge and tools at her disposal to truly elevate design and the occupant experience.

### **Presentation #4:**

#### **The Future of our People: A global HR perspective and opportunities for impact**

In this presentation, Enrique Rubio will give the scholars a global perspective on the current state of Human Resources in the workforce. Enrique will then engage with scholars in a discussion on where the future of HR is headed.



Enrique Rubio, Hacing HR

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#### **Enrique Rubio, Founder, Hacking HR**

Enrique is an HR and Tech Evangelist and founder of the Global Hacking HR movement. He came to the United States from Venezuela as a Fulbright Scholar. Prior to coming to the US, Enrique was the CEO at Management Consultants, a firm specialized in Human Resources in Venezuela. Before Management Consultants, Enrique worked in the telecommunications sector as a Senior Project Engineer for Telefonica. He is also the cofounder of Cotopaxi, a recruitment platform focused on Latin America and the Caribbean. Enrique is a guest author in several blogs about innovation, management and human resources. Enrique has over twenty years of experience and is an Electronic Engineer with an Executive Master's in Public Administration from Maxwell School.

## **Presentation #5:**

### **Designing Your Future: Look Back at LSI**

In this final presentation, Cable Clarke will return to review the newest LSI results. Cable will go over the improvements and progress the scholars have made and help them design a path that incorporates the lessons learned throughout the year going forward.



Cable Clarke

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### **Cable Clarke, CEO, Clarke Consulting**

Cable Clarke is the founder and owner of Clarke Consulting, LLC, in Washington, DC. Clarke Consulting is an international consulting firm, founded in 1982, that facilitates cultural change: offering solutions for effective leadership, developing productive and cohesive teams, and ensuring that organizational structures promote productivity. Mr. Clarke has provided 18+ years of dedicated support to DoD in establishing constructive organizational cultures, to include combatting aggressiveness and passive aggressive thinking styles in the workplace. As such, Mr. Clarke is an expert in the positive engagement and shaping of DoD cultures. He has served numerous General Officers as they take command, form constructive organizations, and promote well-being and performance.

In addition to his DoD work, Mr. Clarke has served numerous Fortune 500 clients (i.e. IBM, Microsoft, GE, Yum Foods) providing the same services—assisting leaders and employees in increasing constructive thinking styles that promote well-being and performance while combating incivilities such as harassment, bullying, and sexual misconduct in the workplace.



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### Acknowledgements

We would like to thank all of the speakers who participated today for taking time out of their busy schedules and providing the content and feedback for the session.