People, Planet, Design with Corey Squire | Transcript

Welcome to Green Building Matters, the original and most popular podcast focused on the green building movement. Your host is Charlie Cichetti, one of the most credentialed experts in the green building industry and one of the few to be honored as a lead fellow. Each week, Charlie welcomes a green building professional from around the globe to share their war stories, career advice, and unique insight into how sustainability is shaping the built environment. So settle in, grab a fresh cup of coffee, and get ready to find out why green Building matters.

00:33
Charlie
Hey, everybody. Welcome to the next episode of the Green Building Matters podcast. Every week I interview someone in the world that's just focused on this green building movement. I love to hear their origin stories, love to hear what they're excited about next and so much more. Today I've got Corey Squire with us. We're going to talk about his green building background, his architectural background, coming to us from Portland, Oregon. Corey, how are you doing today?

00:55
Corey
I'm good, how are you?

00:56
Charlie
Life is good. I'm always busy, but if it nets out to life is good, I'm feeling great. Help us with your origin story. Where'd you grow up and where'd you go to school?

01:05
Corey
I'm originally from Long island in New York. My undergraduate degree was environmental science and environmental studies. I came to architecture student architecture in grad school. But I had that background of kind of a sustainability more science and more kind of sustainable social science lens that I've always used. Through my design work and then through my architecture profession, I have always been kind of the sustainable design expert. My first job at Sud Miserable in New Orleans, I was a research fellow focused on sustainable design post occupancy. Specifically, most of my career to date was with Lake Fledo in San Antonio, Texas, where I was sustainability manager for a number of years. Got to work on some exciting projects there. I then launched my own sustainable design strategy consulting firm called the Department of Sustainability. And through that venture, I got to work with firms around the country really looking at internal processes, vision, mission, culture, around how sustainable design could just naturally kind of occur firm wide. And then most recently, I'm now sustainability director at Bohr Architecture Interiors here in Portland, Oregon.

02:13
Charlie
Man, thanks for connecting those dots. Some amazing firms. I've had some on my podcast that were at some of the firms you were at and I'm sure you know some of those sustainability experts. So I like to follow up with. Okay, sustainability. Did you have an aha moment? Like, at what point in your career were you like, all right, whatever I do from here on it's going to have a sustainability flavor to it. Sustainability was my focus before I even began architecture. That was what I studied as an undergrad. That's what I was interested in even before I went to university. When I was in high school, I was president of our environmental action club, which might be called the sustainability club today and that was my big focus. And I've always been

interested in this connection between the human world and the natural world and seeing those two things as inherently interconnected and in support of each other. I think that anything that we can do can be advanced through that lens. But architecture is unique. It's a huge industry, it has a huge impact on the built environment, on the natural environment. There's extraction of resources, there's kind of human experience. And it seems like one of the best ways of really focusing on sustainability at a societal level is just through architecture. That's kind of one of the reasons that I decided to go to architecture school as the ability to have a meaningful impact in this area of sustainability. And I think that it's proved out. It seems to be a really effective path to focus on all things sustainability.

03:42
Charlie
I know you got your master's there in Tulane, probably hung around New Orleans there, and then that research fellow and then Lake Plato. And you're right, I see sustainability in all of your titles there on LinkedIn.

03:53
Corey
Yeah, I've never had a non sustainability focus. I was very focused. This is the topic that is interesting to me, this is what I'm passionate about. And that's what I've basically dedicated my career to this point.

04:09
Charlie
I love that focus. I like to ask about mentors. Some have a mentor, sits down with them, maybe challenges, opens the door. Some are mentors from afar. I read their material, I watch them when they're on stage. But did you have any mentors or influence?

04:24

Corey
I've been extremely lucky in my career. I've had a lot of really impactful, meaningful mentors that I've had close relationships with. I'll tell you about two of them. We could dig into my book a little bit more later. But this is a story that's from my book, my recent book about sustainable design where I talk a little bit about culture and how culture is really the fundamental piece to integrating sustainable strategies into a building. Z. Smith, Director of sustainability, my first architecture job. He was actually a professor of mine at Tulane and then he hired me for this fellowship, maybe based on my student work. I think he was interested in a chicken coop that I designed or something like that.

05:04
Corey
And the story that I tell in my book was when I was at my first consultant meeting on a project and we were talking to engineers about the project and I made this comment about how we should have operable windows. And the engineers started laughing. They were like, ha. Like this guy doesn't know anything. And in that moment, Z, the senior engineer, kind of, sorry, senior architect at the table, what he could have done, which is what most architects would have done in that situation, which is kind of questioned their judgment and deferred to the engineer who often seemed to be the expert in the field of kind of comfort and systems. But he didn't. He challenged them and he supported my thinking around operable windows. And he asked the engineers if they had operable windows in their own homes. And obviously they did.

05:49
Corey
Do you like those? And like, they were stopped. They couldn't figure out why at that moment, operable windows were totally legitimate in their own homes, but completely ridiculous in a public building.The moment for me was that, like, it was two things that I learned from that interaction. One is

like, my ideas, even though they're not typical, have value. And the profession is not always based on an understanding of the best ideas. There's opportunities to push. We can improve things. And I've been really passionate, I've been pushing this idea of opera windows my entire career, really, just because, I mean, maybe it goes down to that moment where kind of I was supported in a very different situation when, where, had I not been supported, maybe that is not something I would have pursued afterwards.

06:33
Corey
I also want to share a story. Marcia Maydum from Letty Madham Stacy, who tragically passed away earlier this year, was a really important mentor to me. When I was maybe in my early 30s, I had just been licensed as an architect and I got invited to join the National AI's Committee on the Environment. And I was the youngest person on this national committee by a long shot. There were lots of very accomplished, very well known architects and I had all these ideas. Like one idea that I brought to the table was kind of, what if we as a committee were to rebrand sustainable design as just good design? And we just talk about it that way. And that was the origin of the framework for design excellence, which the AI adopted and now has kind of percolated throughout the industry. And Marcia, a very kind of well known senior architect, chair of the committee at the time, said yeah, let's do it. And she was, she kind of took my crazy ideas and she had the credibility to run with it. And that was. Her support was incredibly valuable to my career as well.

07:35
Charlie
And then code. Well, first, if there's any work that Marcia has that you'd want us to put in the podcast show notes just to kind of memorialize, show some of the amazing stuff she's done.

07:44
Corey
Yeah, I will be happy to. I will, I will contribute something for you.

07:47
Charlie
I'll put that in the show notes for those listening. Maybe they're a young architect. Can you explain coat and that part of aia.

07:56
Corey
Good question. I shouldn't get ahead of myself with acronyms. So the Committee on the Environment is the national AIA's kind of group that focuses on sustainability. There's a national Committee on the Environment, they're called the Leadership group. It's about 12 people and there's an application process to join. You end up with a three year term. And what they get to do is really kind of develop programming and positions around sustainability for the American Institute of Architects. And there's also local chapters in most cities. When I was living in San Antonio, I was a member of the San Antonio chapter of the Committee on the Environment. And there's probably 50 or so across the country. If you're interested, if you're a young architect or interested in sustainability, I would recommend you check out the COTE chapter in your community.

08:43
Charlie
And then every year the awards are right. To some of the most sustainable buildings and just definitely track that down too.

08:49
Corey
Yeah. Starting in the late 90s, the Committee on the Environment was

awarding the CO Top 10 awards. 10 projects which really excel across the board on energy, on water, on health, just on beautiful projects. And if you ever need aspiration or inspiration, check out some co top 10 award winners. That's just like the highest level of performance that we've been able to achieve.

09:11
Charlie
Even before LEED was really ramping up there in 2000, 2001. I love it. And then Z Smith was on my podcast before, so I'll make sure I put a link to his episode. That would be amazing. As you're looking back a little bit, what's on the highlight reel? What are some of your proudest accomplishments?

09:27
Corey
The Framework for Design Excellence, creating the Framework for Design Excellence, writing the toolkit which provided kind of the best practices for architects to achieve that kind of new standard and just really having the American Institute of Architects adopt the framework for that excellence, which is The Cote top 10 awards criteria, basically as kind of the new standard of what good design is. That was a project that I worked hard at when I was on that committee. And it's really had this ripple effect through the profession where almost every practicing architect is aware of the framework for design excellence, understands that they need to describe how their project aligns with the framework to be able to win awards. There's just really great discussions around this. And fundamentally what this did was it kind of normalized sustainability. There was this moment in time when sustainability was seen as this other thing from design where it's like there's the design architects and then there's sustainability architects who just want to throw solar panels on your project or who knows whatever else. And what the framework for design excellence did, we've just really formally integrated those ideas where sustainable design, resilient design, healthy design, equitable design, these are just good design. And if your

project doesn't accomplish these things, why would we give it an award? Why would we even consider it a good work of design in any way? So this was a major step forward for the profession and we're still moving that direction. We're not 100% there. We're still awarding stunning bad examples of design that are not impactful. But that was a huge career highlight and it really kind of continues to cause impact.

11:04
Corey
And then last year I published a book called “People Planet Design: A Practical Guide for Realizing Architecture's Potential.” And this kind of followed up my work on the framework for design excellence. So if the framework excellence was like me working within a committee within the Institute to kind of help define sustainable design for the entire profession, or good design through the lens of stimulant for that entire profession. My book, People Planet Design is like, how do you actually do it from a firm level? Right. We know that understanding the right strategies are not always enough to get them in projects. Right? What does this look like from a goal setting standpoint? What does this look like from an interpersonal communication standpoint? How do you talk to clients? How do you talk to consultants? How do you think about something like payback?

11:50
Corey
So my book, it kind of divides the three parts. Part one, Sculk Theory kind of tries to make a really strong case connecting good design and sustainable design into one. Part two is on practice. It says, how does this idea integrate within day to day architectural practice? And then part Three is design and that walks through a series of building systems and just lays out best practices to achieve all the great outcomes that we all want.

12:15
Charlie

Book it's really, it sounds like a framework. You're doing this work. I love how it's the culture too and a lot of the work you've done. It's not just that end project that may or may not influence others. So cool man. All right, so let's go present day. What's keeping you busy today? Tell us more about your firm and what's a day in the life of Corey.

12:32
Corey
Today I'm sustainable director at OR Architecture Interiors. It's here in Portland, Oregon. It's a 60 year old firm or so, maybe a little bit more. It was 65 years old, so it's an older firm. It's been around for a long time, really great legacy projects and it was an early leader in sustainable design. Let's say in the 90s, the firm designed a whole bunch of kinds of naturally ventilated schools. First LEED Platinum project in Oregon, maybe even the first LEED Platinum high school. I wasn't around back then. It was a long time ago. But three years ago when I joined the firm, I was the first kind of formal sustainability director or person with that specific focus. And what we've been able to do over the past few years is really transform our practice and our portfolio. Where sustainability, or we say in our firm is climate, health and equity are the driving principles behind every design decision that we make. So let's say that I want to orient the building a certain way. Let's say I want to choose a certain material. Let's say that I want to do a certain facade organization or layout. It's like we need to have clear reasons from a climate, health and equity standpoint about why we'd want to do that. So we've become extremely. Maybe like in the past, the firm was always value driven, but we've become very kind of technical in how to apply those values. And we're producing projects now that are really excelling. We're getting 80, 90% reductions in UI.

14:01
Corey
We're getting near perfect air quality because of our material selection and because of our ventilation strategies based on measurements that we've

made on recently completed buildings. My focus is really just working with these project teams, talking to our clients, talking to the teams and just making sure that we're making the right decisions consistently to produce the outcomes from our projects that we decided that we wanted to achieve. So day in the life is like I run goal setting sessions in the morning, I might help somebody with a design decision. I might help somebody run a quick simulation to kind of test daylight for a certain strategy. We're doing a series of research projects in the office which will kind of help push our project forward in the future. Passive survivability is a major topic for us.

14:46
Corey
We had this heat dome a few years ago. We had 115 degrees three days in a row in Portland, Oregon. It was just like nothing like that had ever happened before. And it caused the whole region to really fundamentally rethink what resilience looks like, what summers look like in our region. So we're doing research around that, making sure that our projects are future ready. And I spent a lot of time with our staff members, teaching them, mentoring them, supporting them, encouraging them, and just letting everybody in the firm know that making decisions that are in line with our firm goals around climate health and equity is the right thing to be doing. And people who are doing that should feel supported and encouraged and have agency.

15:26
Charlie
And that's inspiring the work you're doing. Thanks for walking us through that. Going to have a hard time titling this episode. Either Climate Health Inequity or People Planet Design. I'll see.

15:37
Corey
Maybe you can do all six and we get to the list. We can just list word.

15:43
Charlie
Let's do it. So let's talk about geography. I mean, some would argue, hey, you're in Portland, Oregon. Isn't that a really green state? My mom's actually from Oregon originally.

15:52
Corey
Oh, really? Oh, great.

15:52
Charlie
Dad from New York. And we ended up in Georgia somehow. And so I assume, right. It helps to have that kind of mind where everybody wants to be a little more sustainable. Does that bleed through to your clients, your customers? Is it easier to have this conversation in your region?

16:10
Corey
Well, it's a really interesting question and something that I've thought a lot about. So most of my career has been in the South. I worked in Louisiana and I worked in Texas and I've only been in Oregon for three years now. So I'm still kind of trying to figure it out. And the truth is I'm a lot more comfortable selling sustainable design strategies to in more conservative regions of the country. I felt like in Texas I knew the spiel and in Louisiana I knew the spiel. I'm still figuring it out here in Portland. And so first of all, the codes are so much better here. So that's just like fundamental improvement. Like just in terms of the insulation in terms of air sealing, in terms of all sorts of different things. The codes are amazing. Also, the grid is really clean here, right?

16:52

Corey
We have a lot of hydropower. We have a lot of decarbonization initiatives. The western states, Washington, Oregon, California have all committed to net zero grids by. It's like depending on the state, somewhere between 2035 and 2045 or something. And then it's easy to talk about things like reducing gas. That seems to be kind of along the lines of normal conversation topics. But at the same time, there's this attitude here that I found with some clients, which is like, oh, yeah, we're already excelling on this. I care deeply about sustainability. I don't really have to actually do the thing, which I never have. Which I never found in Texas. In Texas, you're always convincing someone to join your position. In Oregon, everyone's already there and that you have to actually convince them to take that additional step to do something about it. And some people feel like, ‘oh, I drive a Tesla, so I'm set for life.’ I have to do something else. So I'm still working on. And I talk about this in my book, I talk. There's a whole chapter on effective communication. And fundamentally, The way you talk about sustainability, whether you're in Texas, whether you're in New York, whether you're in Atlanta, whether you're in Portland, is through the lens of a benefit to the client, right? Nobody is out for, like to like, donate, I don't know, solar panels through the lens of charity, right? They're like, altruism is a great thing, but it doesn't really exist in the world of sustainable design.

18:13
Corey
If I can make the case that this strategy benefits the client, and that could be the client's bottom line, that could be the client's health, that could be the client's kind of marketing abilities or kind of PR opportunities. They'll go for that strategy whether it's in Texas Oregon. And if I can't make the case about how it benefits the client, they won't do it. In any circumstance. That's what I talk about in my book, Effective Communication. Sorry, in that chapter, Effective Communication, it's like, you really gotta talk about these things through the lens of the benefit of the client. And if you can make that

case, if you can tell a story that the client repatches to like, you're golden. And if you can't do that, it's gonna be really hard to sell anything.

18:53
Charlie
It's got to be relatable.

18:54
Corey
Got to be relatable, yeah.

18:55
Charlie
We'll talk more about the book in a minute. Let's talk about the future. I love asking a green building professional like you, what are you getting excited about? What are you reading up on what's coming at us next in this green building movement?

19:07
Corey
I've always been interested in this idea of a universal metric. There is, there's so many sustainable buildings, it's so broad. There's energy conservation, there's resilience, there's healthy material selection, and there's not a lot of overlap between something like healthy material selection and energy reduction. They're both really important things. And so we're still not going to have any sort of universal metric that says how good your building is. But what I've been thinking about and working towards is this idea of peak load reduction, specifically peak cooling load reduction as a better metric than energy use. So we've always been using energy, right? We've been looking at UIs, we've been calculating UIs, we've been running questions like if I increase my insulation, maybe my EUI goes down a little bit. I think that might not be the right direction to be focusing. If we instead look at how we reduce peak cooling load, not only will you also reduce

energy use, but you also make a more resilient building. You also make a more comfortable building. You also probably have better daylighting because your windows are going to be organized in a way that prevents them from kind of inducing glare. And the major difference between an EUI and a peak coolant load is that if you want to decrease your EUI, you might also have to spend more money to do that. Like maybe you need additional insulation and then you decrease your energy use. But if you were able to decrease your peak cooling load, you can decreal actually didn't even write about this in the book because I didn't start thinking about this until more recently. But that's what I've been working on. It's like if I were to go around my studio and ask one question to all the teams, I'd love it to be like, what are you doing to reduce peak cooling load? And I think that buildings with low peak cooling loads are just generally like, they're just different. They're better, they're better for a variety of reasons. And they all look different. Because you can't have a glass box. You have to be very careful about your facade, your orientation. You have to understand your shading, you have to understand your windows. I think that metric has become increasingly important and I'm pretty excited to be digging into that and playing around with it on the projects in my office.

21:15
Charlie
It's really cool. It's all about asking great questions. Love it, man. All right, let's get into some rapid fire questions. I'm enjoying our conversation, enjoying getting to know you more. What would you say is your specialty or gift?

21:27
Corey
I'll tell you what I hope my specialty or gift to be and we can see if it will to be seen if it's actually true or not. But I like simplicity and I think it's really important. Sustainability is super complicated in a lot of ways. It could be nuanced and I think it's really important to simplify things down so that we

can communicate them effectively. I've been told I've been good at and I intentionally work towards this because I think it's important to just take complex topics and share them in a way that anybody can understand them. Recently we're designing a high school here in Portland and we had a community meeting with parents and students and teachers and other members of the community. Non professionals, nobody with technical knowledge around building systems. And I gave a presentation to this group about indoor air quality. Trying to take a very complex and nuanced topic and simplify it into something that everyone's going to understand. We can have an intelligent conversation about, we can have real questions. It was successful. I was excited about that and that is my goal is to try to make things a little less intimidating by taking topics that could be complex and just really presenting them in a simple way.

22:47
Charlie
Keep it simple. Thank you for that.I may follow up on that one. Would you say a lot of architects really strive for simplicity or some are okay with complexity versus maybe an engineer you might think goes to complexity first. So I don't know how to answer these different question.

23:09
Corey
Fundamentally architects tend to strive for simplicity. I think that we just learned that in school like less is more. This whole concept of simple is better though. I think it's a real challenge and a lot of times we trip ourselves up by introducing more complexity than necessary. I think that engineers do start with complexity. Like, and we can go back to the operable window example. Like I've had conversations with engineers where I'm like, yeah, we should just have an operable window. And they're like, oh no, we can't do that because we can't trust the people to close it in the snowstorm. So now we're going to add an actuator and a sensor. And I'm like, there is nothing more simple than a window that you can open.

We've been including these in our buildings for millennia. We don't need actuators, we don't need sensors. That just adds unnecessary cost and complexity to an extremely simple human powered system. So yes, whenever people just head off in that direction, I'm like, hold on, it's just a window.

24:12
Charlie
You did kind of validate an assumption there. So thank you for that. But I think, yeah, specialty or gift, let's keep it simple. So do you have any good habits, routines to help you stay on point?

24:24
Corey
This is not directly work related, but I run a lot. I'm a high energy person. I need to get out, I need to exercise, to clear my mind. I try to run either in the morning or during lunch. A lunch run is really nice because it breaks a work day in half and you leave the office with a problem and come back with a solution. Or leave the office thinking one thing and come back thinking something very different. Because just like leaving your phone, getting outside and just thinking is just, I think, the most valuable thing for any sort of problem solving. So I mean, it could be a run, like I like to do, it could be a walk, it could be whatever it is to just get away from it. And I think it's one of the most important things.

25:06
Charlie
Do you go for time or distance or.

25:10
Corey
If I had the time, I would go as far as possible. I'm usually constrained by time.

25:16
Charlie
Good answer. So how about a bucket list as you and I get to know each other more? I'm a fan of a bucket list. Not everybody has one, but maybe give us a peek. Any travel adventure, Write another book.
25:30
Corey
I'd love to write another book. And I'm thinking about what that meant when I finished my book, I was like, that was awful. Never doing that again. But a little bit of separation. I have a few ideas which I'd love to pursue. I'd love to write another book. I'd love to spend more time traveling. I'd love to spend more time just in other countries, which I haven't done as much. I really need to learn Spanish. That's a big one. My wife, also an architect who illustrated my book, is a really talented artist, and is from Mexico. And it's super embarrassing that I'm not better at Spanish than I am. So maybe that's like an earlier bucket list item.

26:04
Charlie
Spanish first. I love it.

26:07
Corey
Spanish first. And then I can write the other book.

26:09
Charlie
Another book. Give us a destination or two. You want to get to one day or get back to one day?

26:15
Corey

I love Mexico and I think that when I'm there, my Spanish improves, which is really great, and it all falls apart when I get back to the States.

26:25
CharlieThank you for sharing. Just a few more questions. You've got your book, and so we definitely want to put a link to that in our show notes. And actually, I'm feeling pretty generous this time of year when we're launching this podcast. Corey, you've inspired me. So the first five people to email me charliebes.com I'm gonna buy you a copy of Corey's book.

26:45
Corey
Oh, wow. Thank you.

26:48
Charlie
Tell us a little more about the book, though. And then is there another book you'd recommend to our listeners? Doesn't even have to be about.

26:55
Corey
I'll tell you a little bit about it. In theory, all you need in my mind too. For practice to excel in sustainable design. When you write a book, the first thing the publisher asks you is like, who's the audience? So the audience for this book is like any architect in a practice who thinks that their practice can do better, you could be maybe a sustainability focus person. You could just be a regular architect who just knows that design is not reaching the level that it could be from an equity standpoint, from a health standpoint, from an urban standpoint, whatever, from ecologists, whatever it is. Like, we know that what we're doing right now with what I call my book, traditional practice is not the. Not like the highest and best use of our. Of our profession. It kind of establishes that vision of, like, what. What is possible out there? What is possible with our craft? How can we improve

the world with just our day to day practice? And then it walks through how to set an individual vision for practice, how to identify cultural issues or cultural benefits that might be barriers to better work, and how to speak effectively like we discussed earlier. And then from the design standpoint you actually don't need to do that much, right? Like when I consulted with other firms, often the first question they would have for me is like what simulation software should I use? And what I would say is like that is way, way far in the future. We need to decide what we want to do. We can't do anything until we set a vision. And then it turns out that the architectural strategies to achieve great health, better equity, low carbon, like none of them are very exotic. And often they're cost neutral or even a cost benefit like less expensive. So for each of these building systems in chapter three, I walk through windows, I walk through structural systems, I walk through electrical systems. Say these are the best practices. Just follow the best practices and you're going to get like 90% of the way there. If you want to simulate at that point you could probably get up to 95, which may or may not be necessary, depending on your goals and your time. And then I also explore other non-traditional building systems like trees. I consider trees to be a building system site. Trees have a huge ecological benefit for either shading or for biophilia or for wastewater storm water management. I talk about the occupants of the building system. How do you design a building to encourage occupants to use it in a way that improves its performance and improves their own lives? And it's all about access, kind of like an equity lens kind of building that is just broadly more accessible to the population. And some of the strategies there are like providing diversity within the space so that people can choose more light or less light or more or hotter or cooler or more sound or less sound and just letting people evoke with their feet and avoiding kind of, I don't know, the sea. I talk about this in the book: the sea of 72°, 50°, 50% relative humidity air that light is everywhere. That's an overview of the book. I totally recommend it for people who just want to improve their practice. And I've gotten good, it came out about a year ago. I've gotten good feedback where people have used the book along these lines and have found success. So that's been

hardening to me. Other books, let's see, there's. There are a lot of phenomenal books out there about this topic.

30:11
Charlie
So it could be a book. It doesn't have to be about buildings. Could be a PIP podcast, the documentary just, you know, like a pro tip.

30:18
Corey
To our listeners, I'll share a few books. So there's Happy City. I don't know if you're familiar with the book Happy City. It's a. It's about urban planning and what urban planning would look like if the goal was human happiness, not whatever the goal we have is today. There's a book. Charles Montgomery is the author of that book. There's a book that I really love called Scale. The author is Jeffrey West, and it talks about how systems operate differently at different scales. This was inspirational for me when I started to think about kind of heat, kind of envelope dominated versus load dominated buildings, where if a building gets larger, you have less surface area to volume ratio. And in his book Scale, he talks about this from biological systems, from mechanical systems up to cities and kinds of companies, which is really great. And it's just as troubling as some of the sustainability trends that we're seeing in our society right now, there's just a lot of really great resources out there and a lot of good topics being discussed. Just sustainability, broadly. Heat will kill you first is a book that came out recently. I totally recommend reading that, about urban resilience. There's a book called Climate Migration about how the combination of social policy and climate change is really harming people and causing groups of people to move to different parts of the country. Anyway, I'll give this to you, the end of the show notes. But there's just like, there's just phenomenal books around this topic coming out right now.

31:40

Charlie
They're well read. That's what this is about. This podcast too, sharing best practices. Some of those I hadn't heard of. And so we'll put all of those in our podcast show notes so everybody knows that you're endorsing them. These are good books. And thank you. Thank you for sharing those. There's two final questions. One, you look back on your career. Is there anything you wish you'd have known earlier in your career?

32:01
Corey
I would say so. Like I mentioned before, I really lucked out with mentorship, where from the very beginning of my career I had really smart, really supportive, really encouraging mentors, really, from day one. And most people don't have that. And I think that allowed me to learn some lessons earlier than others might have been able to. So, for instance, the way that we're designing buildings right now, I say this a lot. It's not getting us the best outcomes. It's almost like if you learn that process, you have to unlearn it. You have to say, 'Why do we design walls that way? Why do we design bathrooms that way? Why do we think about resilience in that way?' And you always have to unlearn it because all these norms are just kind of learned as facts. I was lucky enough to not learn the bad norms as fact early on because again, it had these really great mentors. So if I could have learned that even earlier, that a lot of things that we do in traditional practice are wrong, being problematic that would have even been more beneficial. But my hope, through my book and through my speaking and through my own engagement with kind of young architects or architecture students today is to really drive home that lesson. It's like, learn right now that the norms are not right. They're not good. Question everything from an early perspective and don't think that because somebody has been in the profession for 30 years that what they're doing time and time again is the right thing to be doing.

33:25

Charlie
That's a good one. That's the real goal. All right. As we come to a close, I've been really inspired here, getting to know you more. I know our listeners are loving this. Thousands of listeners every single week. Corey, let's say someone's just jumping into the green building movement. It's been good to you? It's been good to me. Maybe it's someone later in their career making a shift. Maybe it's because the young professional just passed the lead grant associate exam. If someone's just now jumping in, do you have any words of encouragement for them if they're jumping in right now?

33:51
Corey
I think it's a great place to be. I think there's a supportive community. I think the whole idea around sustainable design and sustainable buildings is really kind of intellectually stimulating. You're solving problems simultaneously for, like, aesthetics, which is historic, more recent, historic kind of design goals, but also more deeper, historic design goals around, like, how does the building connect to the site? How do we size windows in a way that provides great daylight, that doesn't overheat the building, that also looks amazing? So those two things, it's like, it is a good space to be. This is where the profession is going. If you're like, want to be at the leading edge and you don't want to be left behind, the sustainable design movement is the part of the architectural and design profession that is moving forward, it has legs.

34:38
Corey
Again, there's just a phenomenal community out there. The people who focus on sustainable design are incredibly supportive. They share resources. There's very little, like, I've learned something and I'm going to hold onto it for competitive advantage. And there's a lot more of, like, I've learned this thing and I just want to share it with the whole profession

because I want everyone's buildings to be better because fundamentally we're trying to make the world a better place. And so that's been my experience in the profession and especially the subset of the profession. And I think that other people have had that similar experience. And I would say if you're interested, like, jump on in. What's up? The water's warm here.

35:15
Charlie
Jump in. I love your energy too, towards this. It is a supportive community. So everybody make sure you connect with Corey on LinkedIn. Let them know what you thought of the episode. Check out the book. Corey, you're doing some amazing work here. Climate, health, equity, and so much more. So thank you for being on the podcast today and look forward to hanging out soon.

35:35
Corey
Chris, thank you. It's been a pleasure.

35:38
Charlie
Thank you for listening to this episode of the Green Building matters podcast@gbes.com Our mission is to advance the green building movement through best in class education and encouragement. Remember, you can go to gbes.com podcast for any notes and links that we mentioned in today's episode and you can actually see the other episodes that have already been recorded with our amazing guests. Please tell your friends about this podcast, tell your colleagues, and if you really enjoyed it, leave a positive review on itunes. Thank you so much and we'll see you on next week's episode.