

Blue Ocean Sustainability's Danielle Wilmot

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Introduction: 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 LEED Fellow . Each week, Charlie welcomes a green building professional from around the globe to share their war stories, advice and unique insight into how sustainability is shaping the built environment. Settle in, grab a fresh cup of coffee and get ready to find out why green building matters.

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Charlie: Welcome to the next episode, the Green Building Matters Podcast today. It's going to be a fun interview, because I got an interview, one of my rock star colleagues, Danielle Wilmot. She's in Maryland, outside of the DC area. Danielle , how are you doing today? I can't wait to learn more about your origin story and get to know what you're working on today on our innovation team and building tools for this movement. You're our manager of implementation at Blue Ocean, we'll get to that in a minute, but take us back to where you grew up and go to school?

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Danielle: I'm actually in Northern Virginia, but I did grow up in Maryland, about 20 miles north of. I grew up on a farm and then I went to school in the area and then I actually was really fortunate. I got to go for my senior year of high school. I was able to study abroad in Switzerland for a year, so that was actually kind of where I first started getting into buildings and architecture because I had a really great art history teacher in that year at school. After that I went to school in New York, did one year in the three years at Columbia. While I was there I got an art history degree with a focus in architecture and so after going to Columbia, I stayed in New York for a

year and I worked at an architecture firm and the goal was to get some experience in the industry and then go on to architecture school and become an architect. I graduated in 2008. I was at this job for maybe a couple of months before everything crashed, the market crash, barter went on business. All of my Columbia colleagues who had major icons and gone into banking were all out of a job. I was headman of the architecture firm. I had a really good job: security because nobody wanted to do their own bordering material, nor anything though order their own coffee and snacks. I had very good job security there. Over the course of that year that I was there about half the firm got laid-off and that kind of spooked me a little bit from that profession. I know that there are firms that did a lot better. This one was a lot more kind of boutique stuff, so they were pretty economy dependent and they did not do super well during that first year, the session. While I was there I did kind of interact more with a lot of the engineers that they were working with and it kind of reminded me that I do like to do. I've been focusing on art and art, history and architecture for so long but I kind of missed out on a lot of the more problem-solving quantitative stuff that I had really always enjoyed in school so that inspired me to go back to school. I moved back to Maryland and went to the University of Maryland and got a mechanical engineering degree there with a focus in energy and sustainability. From there I got recruited about six months before I graduated to a consulting firm in Northern Virginia and that was where I was before you greeted me. My whole professional history.

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Charlie: A couple of things to follow up on, grown up on a farm, as I understand it, a very large side farm and the family business, tell us a little bit more of that. One of my next questions is: how did you get into green and sustainability? Maybe some of these early influences may have led you to that. Tell us a little more about that.

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Danielle: It's a turfgrass sod farm. I have to use multiple words to describe it, because I'll sometimes say sod farm and people will be like "what?" If you get fresh grass for landscaping or laying on a field or anything, it comes from a farm and we have one of the oldest ones in the country. I believe my grandfather started back in the forties. I want to say so then my dad ran it and my brother is now going to take it over when my dad retires. It's a family business and it's an interesting one because it's a farm, it's very sort of outdoors, nature focused. To your question about how I got into sustainability, I don't ever remember specifically getting into sustainability. I grew up around nature. We were out in the middle of the woods with this farm and I grew up loving nature, loving animals, wanting to take care of the planet. It just never really occurred to me to not be into sustainability and wanting to protect the planet. It's an interesting industry now because the farm that my parents run is right on the Potomac River. It's a good natural source of irrigation right next to it that never really runs out. But for farms that are not in that situation there's a lot of quotable water used to grow grass that really in areas where it really shouldn't grow. Think about people sodding Gulf courses in California in the desert and like the sustainability implications of that. There's a little bit of conflict there having grown up in this industry and having this industry put me through college and now wondering about the ethics of it. I think my family's farm, because of its unique situation, doesn't have problems. I do think the industry as a whole needs to reconsider whether sodding every available area is the best option or if he should kind of switch back to local flora. On the consumer side, could help show companies that need to be helped more accountable. I would expect the last to be like. Are we doing this right away? What are these other unforeseen consequences?

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Charlie: It's something we talk about our team, so let's connect the dots a little more 2008. It happened to me too. I got laid-off in November 2008. What a crazy year where you were at that architecture firm and then went back to school. You had another great school there and then said "I'm going

to go this path." What was it about buildings? Tell us a little bit early in that career after your second degree and then let's we're going to shift it over and talk about performance and energy and data, something I know you love. Tell us after your second degree and what was some of that early building work you were doing?

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Danielle: I posted my resume and didn't have any specific desire to specifically get into buildings at the time when I was finishing up that degree. I knew I wanted to do something in the energy and sustainability space, but it could have been really anything and it was kind of lucky that I posted my resume. I think it was a very generic green jobs website. ICF found my resume and they recruited me in November and I was not set to graduate until May. I could have at that point continued searching for other jobs, looking at other options but I was happy to have a job secured that I took that job and worked for them for about seven years. The first team I joined was their building efficiency analytics team that involved a little bit of energy modeling, but mostly it was working with utilities to work on their energy incentive projects for residential and commercial. Immediately after that I got placed onto the Energy Star Commercial Buildings program, which is how you and I met. I lucked into the building side of sustainability and I'm glad I did, because many of the missions that are causing climate change come from buildings. There's such an intense and energy-intensive part of our infrastructure and our society that I do think it's a really good focus area. I'm glad that I landed there.

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Charlie: Energy Star and the existing buildings. We do a lot of work. I remember having coffee. We've been trying to recruit you for a couple of years there. Let's talk about mentors along the way. Sometimes a mentor could be someone you follow, a book you read, someone you don't have access to, or sometimes it could be someone you do have access to. Anyone you call a mentor or kind of open the door for you?

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Danielle: You sent me the questions ahead of time and I looked at this a little bit and not really honestly, I don't think that I would have defied anybody or any entity in my life. I think it's really just been a combination of circumstances and little nudges into where I am now. I had teachers always starting elementary middle school that have inspired me, nudged me in a certain direction, professors in college, and employers and colleagues. It's all been little one off encounters or conversations. I wouldn't really define any of them as a longer-term sort of mentors that provided ongoing inspiration or guidance.

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Charlie: I know you've had quite a career here. We're doing some really cool stuff together. Let's talk a little bit about what's keeping you busy today. Blue Ocean Sustainability team.

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Danielle: One of the major tools that was kind of already underway when I joined was True Carbon and that's still in development today. We have users in the tool using it, but we are getting ready to launch an update to the tool and work on new features over the next year. So for those who don't know, carbon is a tool that is targeted toward the commercial building industry, although it could definitely be applied to residential construction as well, and it's for tracking sustainability at active construction sites, but which, by the way, I live next to one. If you hear cement trucks are beating in the background or anything during this, during this chat, that's what that is. Obviously people have been tracking emissions and tracking energy, water and waste use in existing buildings for in some cases decades. At this point that's an easy thing to track. You take your energy and water bills, plug them into a tool like Energy Star Portfolio Manager or something else. Just keep them in a spreadsheet. Whatever you're doing, that's easy to track. More recently, people have become a lot more cognizant of the impact of embodied carbon, of the materials of them. How much energy did

it actually take to produce this many cubic meters of concrete that have got into this building and how many emissions do that generate? What we're trying to really do is capture that sort of no man's land between you having the materials, you take him to the site and then you have your existing building at the end. But what happens in between? Who is all that is being built? Obviously that all the machinery on-site is using energy and that's generating some level of emissions. There's waste product that doesn't get used in the building that was you now deed but then gets discarded. There's a lot of environmental impact that happens around the site. So all of that is stuff that we're trying to quantify and measure and capture with this true carbon tool. That's really been kind of the main focus, I would say for a while now and continues to be. But there are some other kinds of projects on the horizon.

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Charlie: It's always fun for me to interview a green building professional on this podcast every week, but also a colleague like you who who has made a great green building career. What we would try to do, is build some tools for some of our internal businesses, but really for the industry and everyone listening. You've heard it from other podcast guests. The shift is from operating carbon and there's still work to do. How efficient is you're building to embodied carbon, and that's what we're talking about here and the true carbon software, cloud-based software that Danielle and the team have built. You help build an algorithm we can score construction sites against each other. We know that there's this need in the marketplace. We've got some really cool developers and contractors all in on it. You're an excellent project manager of state organized that we're kind of like what's next. Can give a couple of hints. What else are you excited about that work committal?

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Danielle: When I first joined the innovation team and has now spun out into this sustainability, when I first joined in 2020 we immediately got to

work on a tool to help people assess the feasibility of earning some of these sort of pandemic. Health and safety focused ratings and certifications from various agents. Earn recognition for their health and safety efforts. What's the best thing for their buck on those health and safety efforts? Where can they put their money and their efforts to make their buildings healthier and safer for people to work in them in this kind of environment where people aren't really super excited to go back and do a visible office with other people? I'm really grateful to be part of a fully remote team, but I recognize that that's not for everyone. Not every business can operate that way. For the ones that do need to be eventually back in person, it's really important to reassure people that they're doing everything that they can to make the buildings as safe as possible for accidents. Being involved with that team has been really exciting and I'm excited to keep working in 2022 on those kinds of tools?

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Charlie: One fun thing that you get to do is you get a kind of prototype, sometimes an excel or another tool, and then we have software developers that they can go build. It's a new territory for us in our green building, energy efficiency in buildings, health billings, and so that's a lot. For those curious about our team, Blue Ocean sustainability. Let's look back. What are some things you're really proud of?

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Danielle: One thing that I am proud of is making the pivot from my original plan of architecture into engineering and into sustainability. More specifically, that was probably a little bit an easier choice for me, just given the difficulty, the very clear and present difficulties around being an architect at the time that I was considering that because of the recession. I know people who have picked a career path and then gotten locked into it and don't really like it and don't really want to continue with it. I think it's important not to get locked into a pathway where you're not really thriving and I'm proud that I was able to make that decision when I was 23 when I

made that choice. There were very obvious reasons for it. I still think that that was a good thing for me to do and I think it was something that, having set out on a path already looking at architecture school, is all ready to decide. I don't think I'm going to completely start from scratch. It's something that I think a lot of people have trouble doing.

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Charlie: We've a good picture of you know where you've been in your career and your degrees, buildings, obviously no technology. Where is the industry shifting next?

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Danielle: I mean if I could predict that super well offensively, I might not be working for you. I might be doing my own things trying to capitalize on that. I don't know for sure that there's going to be a shift in direction, so much as a shift in intensity. A lot of the answers of what we need to do to mitigate climate change and get to net zero positive. The answers are already out there and the plan has already been outlined in a lot of different ways. It's not just one option for how to do that but the plan. As more millennials and more genres come up and get into power and certain organizations, my generation and the generation below me have taken climate change a lot more seriously and I think that as they kind of take over, we will see a change in intensity. These strategies and how this climate change mitigation work, is going. I think that you know, everybody kind of knows what they have to do now, but nobody's really investing money. That's a lot. You know my little contribution is not going to make that big a difference. I'm going to take the easy way here and maybe not do everything I can and I think we're going to start seeing. I hope at least that we're going to start seeing a change in the seriousness with which that problem is mistaken and the intensity with which it's addressed. Whether that's adding new green technologies to buildings, whether it's focusing a lot more on material sourcing and holding people to a higher standard of responsibility for that. I don't know exactly what shape it will take, but I do

think that that's kind of where it needs to go. Next is just doubling down on the seriousness with which this is all taken.

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Charlie: Recently we were watching a video from the design of Future Also, I think it was really just called the action. You know we work in buildings. Sometimes portfolios of buildings are huge construction sites and if we add it up we're trying to do our part, something I allude to with even the consumer education side of it. How do we learn more about the purchases we make and the companies we do business with or what should we do? Could you give us a little peek at the work side. You're someone that reads up on companies that make choices on who you want to do business with. How could you tell us that? What do you think about that? Yeah, which is really annoying because it's really really difficult.

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Danielle: It's really hard to be a fully responsible consumer because it's a full-time job. I mean it's several full-time jobs of figuring out this piece of electronic or this you know this electronic equipment that I'm buying. Where did you know the plastic came from? Where was it manufactured? What were the labor practices like where it was manufactured? If you, if it includes a part that wasn't built-in to that same factory? Where does that come from? And what about the materials? How were they sourced? Where they mined or they recycle? Like you can go so many layers deep in figuring out whether this product is responsibly sourced and it's a huge painting. There are a couple of companies out there that have tried to kind of take on that work to varying degrees of success. They'll get a product and they won't put it in their market place until they've guaranteed that it meets all these strict requirements. But the problem is that a lot of these requirements are very strict and there aren't very many products that meet all of them. Even if the processes that were used to certain pieces of clothing or something, even if those use a lot less water than typical processes, there might not be a guarantee that the people who are actually doing the work are being paid

fairly. It can be a tradeoff, it can be there's so many boxes that need to be checked, so it's exhausting frankly, to try to figure this out. There are a couple of areas where I do try to focus and try to be responsible. Clothing is one of them, just because that is typically now. It's extremely water intensive and it can be very energy-intensive so I try to use retailers that are responsible in terms of their water use and try to use low water dyeing techniques and also for fair labor practices is a big one for me too. There are some retailers that are very transparent about where their factories are located, and what their workers are paid. I try to focus on those. The other big one for me, which is a really hard one. I'm kind of annoyed that this is one that I've taken on. But here we are his candy and chocolate. Many candy makers, chocolate plantations, cocoa plantations around the world still employ child labor and it basically announces to slave labor in a lot of cases and a lot of the big ones. I'm not going call it any names here, but go to the supermarket, 90% of the chocolate on the shelves as been the result of slave labor. So that's a huge downer. People are buying their Halloween candy, they have to buy hundreds of many candy bars and don't want to say now you need to spend four times as much money to get the the good stuff, because I know it's really hard. It's a really tough and this is where I think there's so much emphasis on individual. Consumers need to be responsible and learn about where this is coming from and learn about their buying choices. It really really needs to come down to the companies. There are six or eight companies in the world that employ the most unfair wages close to slave labor, that create the most admissions, that create the most plastic pollution and they need to take responsibility. They need to do their part to solve these kind of major world problems, because there we can vote with our wallets, as they say. Getting seven million people to agree to with their wallets is not a feasible solution. The companies themselves need to take responsibility and really moved and move the needle in a good direction. How much you care and research we do and it is heavy it's like. What's in our control and we do. We do a lot of education that helps. I think there there is the consumer side where we can put pressure on. I think they're thankful for some mandates, but those mandates don't just come from the

country or the city doing business, you know thankful. They're coming from corporate corporate. If you want to sell and buy film from the blank retailer, you're going to have to prove to me you're doing better and I'm starting to see a little bit of the retailers of the sourcing of work to do. You can send me that list. I'd like to see your list, but thank you for carrying and everyone listening. It's something you know, maybe all of the transparency is not there yet. How can we get it? How can you make an informed decision? So all right, so let's go through some rapid fire questions here, so to speak. What's your specialty or gift? I read this question when you sent it to me and I just don't have a good answer for it. I've always been a fast learner, so that has helped me in my career. I'm able to catch on to things quickly and once I understand something you know I'm not afraid of asking questions. I think that's a big problem for a lot of people that don't want to look stupid and it's not that I'm okay looking stupid. don't think that asking questions makes me look stupid. I think the right questions actually make you look really, really intelligent because they're showing that you're thinking about this and getting some good insight into whatever problems are in front of you. So definitely don't be afraid to ask questions. I'm all about asking great questions and you're fast later, like I want to learn now at this moment. Let me ask great questions now that I can do this. I think you're the next problem solver and I think those go hand-in-hand right. You'll get the facts. Maybe then you'll be able to solve that problem and I think that there's I think some people think of themselves also, and it can be true as either detail oriented or kind of big picture people, and I do think that pretty good kind of seeing both maybe not always read at the same time, but you know I think it's it's it is very easy to get lost in the details and forget the big picture and vice versa, and so I think that I am able to kind of hold both of those in my brain at the same time and and not sacrifice one for the other most of the time.

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Charlie: Good god, but good habits, routines, rituals. Do you have any routines or rituals?

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Danielle: I think that just being organized, it's kind of a boring answer, but it is something that will help. I mean, you know there are people that I know who like there's something if I email them about it and then they say, oh, I completely forgot about it. Set up a system so that you can't forget, like set up, you know, an account. Put a calendar reminder on it for on our calendar for when you're going to address this issue, when you think you'll have time and if you don't then move the calendar reminder, just staying organized, setting yourself up in such a way that it's very difficult for things to fall through the cracks, and that doesn't mean nothing ever will. Sometimes things do. But like I think it's, it's a lot easier to. We have so much technology around us that helps us with taking it, helps us with scheduling and reminders and there's just I think it's you know, it's 2022. There's not really a ton of excuses anymore for just saying like, oh, I completely forgot about that. That slipped my mind on a regular basis. I think it's just being organized adds a note of professionalism if it's something that I'm not going to get to. For you know, six months, because I've got other things going on. I've had people be really impressed when I come back to them six months later and say: hey, this thing you sent me six months ago. I finally got a chance to look at it and they're like, oh my god, if you remember that, yeah, that's awesome. Let's talk about that. Setting yourself up to not let things in a way, I think it's been incalculable. For me.

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Charlie: It's really well said and see that it is that professionalism to it. Like you said, even you know, adjusted meetings don't just go in for certain reasons. Now it's like let's if we're going to spend time together, it's our most important process resource right. Let's really all right the next one on the bucket list. A couple of things on the bucket list don't have any travel adventure. Sometimes ask people: do you want to write a book for you? I'm going to go ahead and predict there might be some scope diving around the world. But go ahead, bucket list.

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Danielle: Yeah, I mean that's definitely a big one. I think you know I have been trying to go to the Maldives first scope diving for a while now and I think that's probably just the state of the world right now. It's probably getting pushed to 20 and 24, but there are a lot of, yeah, scooped diving destinations that we want to go to and this is getting into a little bit of downer territory. But with climate change a lot of coral reefs are getting bleached and you know they're not as healthy as they used to be and a lot of them are. Unless we turn things around really quickly, a lot of them are running for unlimited time for us to still see them and enjoy them. We are kind of very mean. We recognize that we're extremely privileged to be able to do that and have that opportunity to see it. But that doesn't mean we're not going to take that opportunity. So we definitely want to kind of travel as much as we can and see as many of these natural beautiful places as we can, while we still can. Definitely the Maldives. And I think you know there are a couple of other kinds of travel destinations we want to get to. We went to New Zealand for our honeymoon and I know that I really want to go back there someday, South America we've never been to and they've got some really nice wine regions as well as some. I think hiking and Patagonia Tirade Ego is one of my bucket list items. I've seen photos and they just look absolutely incredible. I have no real desire to write a book, but it's mostly they travel just seeing as much of the world as we possibly can.

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Charlie: Well, those are some great spots on them. To go to some of those and just the scope. I mean, what a cool thing that you two have done and I've asked before, but for the listeners, just tell us a little bit about. How did you get into that? It's a big part of you and your husband just planning the right your plan around it. Tell us about that.

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Danielle: He actually got certified back in college, probably 2000 and 52000 and six, and he but he did his check out dive in Quarry in

Pennsylvania, where the water is, like you know, below freezing and there were, you know, thermoclines below 30, below 30 degrees. Fahrenheit. He did that and he did the seven millimeter or ten millimeter wetsuit, super uncomfortable, supercold, bad visibility. And then he never divides again. When we were about to get married in 2018, we decided he had kind of been gently suggesting for a little while that maybe we should get Scuba certified. I have a little bit of fear of deep-water had you not so much deep-water but water that I can't see the bottom of and that can be deep-water or it can be just like murky water. If it's a lake that's three feet deep and bottom is like sandy and picked up and you can't see what's actually on the bottom, I'm not stepping in it and that that holds true today. Even even now that I'm a diver, I don't like what I can't see, what I'm you know either, stepping on swimming over. I kind of pushed off the suggestions to get certified and then one day I was kind of, I don't know, just feeling brave, and so I said, yeah, let's do it. We registered before I could change my mind. We took the class and we went and did our check out dives in grammar, which he recommends doing over according in Pennsylvania, if you ever want to dive again, because it was beautiful, the water was warm, very easy currents, beautiful coral, beautiful. Lots of sea life and it was a really really good time and that was April of 2018. The reason we actually did that is because we were doing. I mentioned we went to New Zealand for our honeymoon, we actually went there first and then we finished up the trip in Fiji and we had wanted to do some diving there. So that was kind of in preparation for the diving we wanted to do in Fiji on our honeymoon. Since then we tried to go. I'm strictly a warm water diver right now. I think my coldest dive has been 75 degrees. I've never had to actually even use a wet suit and so we, you know, pretty much strictly go in tropical areas. That might change later on I do. There are some really really amazing colder water areas that I would love to see. So that'll kind of be a baby steps sort of situation. But for now there's still so much in the tropical region. That is amazing that we want to try and see. We try to go, you know, at least every six months, if we can. We actually just went back. In December we went to Belize for the first time, which was amazing. That was

some of the best diving I've done in the last several years and you know tons of sharks, tons of turtles who saw a bunch of eagle rays. I'll send you the videos: Charlie. it's fantastic, it's a great-great pass and it's an expensive hobby. It's not something you can kind of just jump into, but if you have the resources and are able to travel, if you can work remotely from a location for a while, you can go and maybe you know buy a discounted package from a dive shop and have them take you out and maybe work for them a little bit and you don't get a bunch of dives in in a specific location for a month or so. There's a lot of ways you can make it happen, but I really really love it.

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Charlie: Those videos and anyone listening that's just curious about Scuba connected with Danielle on LinkedIn. Let's talk about books. Do you like to listen to audiobooks or a whole book in your hand? How do you take a book and is there one book?

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Danielle: I am more of a Kindle person and which is an interesting talking about responsible business practices earlier in the episode. It's a little bit interesting with Amazon obviously having some issues, but they're very, very, very difficult to boycott. I do have a Kindle and I like having the physical object to read, not necessarily a paper book just because they take up a lot of space and we already have a lot of those. I'm not really interested so much in accumulating work, physical hard copy books, more or less switching to eating books, and audiobooks. I've tried a few times and I get to the point sometimes where if I get distracted, then I don't know how far back I need to go to figure out where I stopped paying attention to the books. I prefer to read by myself. I'm interested in audiobooks because I find it easier to stay engaged as far as specific books. I'm only about half-way through this one so this might be a bad recommendation, but there's a book called the Feather Thief that I have started reading and it's it's non-fiction and it's about, as the title would suggest, it about a man who went to museums around the world and stole a bunch of bird skins and

feathers that were in natural history museums. It sounds like a really weird topic, but it's really really fascinating and it's kind of. I think the theme of it so far has been kind of on this need for humans to possess nature and to control nature and down it. Coming from the sort of natural conservancy sustainability realm, it's an interesting read for me and the way it's written, even though I'm not typically a nonfiction person. Probably ten percent of what I read is non-fiction and the rest I'm more into fiction. But like fiction, it's very engaging, very exciting, just the way the narrative is told. I would at least based on the first half of it, I would highly recommend the Feather Thief.

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Charlie: Great conversation here too kind of questions as we start to kind of wine down. One is career advice and now is there anything you wish you to know earlier in your career?

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Danielle: It's not so much about something I wish I'd known earlier in my career. I think it is more about learning what careers were available. I think that's something that is not really you know. I didn't really know what I wanted to do. I mentioned before that I always kind of knew it was going to be in sustainability, but I didn't really. I was not actively pursuing any particular career for a while. I was kind of just falling into whatever sort of seemed right at the time and you know, until I got an offer from when I was, I guess at that point I was, let's see, 26, maybe 25 or 26 years old. I didn't know that being a sustainability consultant was a career. I didn't know that that was an option. I think schools in general need to do a lot better in exposing kids to what career options are out there for them, and I know that there's some gender disparity there too. I know that you know women have historically been pushed away from stem fields and pushed towards softer fields. I think that's kind of switching around a little bit now, but I know that that was the case for a while. I think that in general there needs to be a little bit more exposure to the possible careers out there for

high school students and even earlier in some cases, and that's not to say that they need to be focused on their career when they're created or anything. You know that's not necessarily healthy either, but just exposing them to what the options are so that as they grow up and kind of see what, see what they're interested in, they know a little bit more easily whether that's something that they can make a career out of or not. Sage advice there and kind of based on your experience.

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Charlie: Let's say someone's listening to this pocket cash right now, the Green Building Matters podcast, and they're excited about your story and want to jump into this Green Building movement. Any words of encouragement for them?

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Danielle: Well, Charlie, in typical fashion for me it's not so much encouragement as it is. It gets a little doom and gloom and you get frustrated with me sometimes for maybe pointing out the negative. But I mean the fact is that this work is urgent. I mean it's essential if we don't mitigate climate change. I mean this is an existential threat to our species and you know not to be too dramatic about it. But this work is super important. I mean people might take that as a challenge as encouragement. if they do that's great. That's what I'm waiting for. But I mean it's not easy. There's still a lot of pre prevailing attitudes out there that we don't really need to do this. This isn't that important. I'm going to do this, but it's only to get the LEED certification stick around the building. I don't really care about the results or you know I'm going to. I want to make sure I'll get that energy star stick around the building. But you know I'm not. I don't really care that much about pushing forward with the savings that we're seeing so far. You know we're I don't care so much about. There's there's a lot of trade-offs that people make to to get the certifications and you know sometimes they don't really follow through with the the goal of these certifications, which is to make the buildings more efficient, to make them

closer to net zero, hopefully to mitigate emissions and slow down climate change and reverse it. It's an uphill battle right now and I do hope that that tide is changing. But I think that the best words of encouragement I can provide are that this is essential and we need people in this industry. So that's the best I can do. I'm quite the optimist would already

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Charlie: I think you're a realist and I think you're saying: hey, you and most young professionals right want to work for a purpose driven company. It's like: hey, we got some work to do. That's what I just heard from you. There's still time, there's still a chance. It's not all hope. It's like hey, come on, we need your help, let's go. That's what I've heard. I appreciate that. Love to talk about. Looking back on our conversation here, obviously, and just how you transition got hit like 2008. So here we are together, working together. I really enjoy working with you. Everybody, connect with Danielle and LinkedIn. We'll put in the podcast show notes. The book recommendations will put a link over to link in. Make sure you connect her with Daniela. This will be the cast today. Thanks so much, Charley. Thanks. We had a good weekend. I just want to say thank you to our loyal listeners. We actually are celebrating over one year here on the Green Building Matters podcast. Me and the entire team were stoked and just so glad you continue to listen every Wednesday morning to a new interview with a Green Building Professional here in the Industry.

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Charlie: We're just some prop tips that we want to make sure that you are getting straight from us straight to you. Thank you for listening to this episode of the Green Building Manager Pokes at dot com. Our mission is to advance the Green building movement, to invest in class education and encouragement. Remember, you can go to gbes.com/podcast for any show 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 yes, please tell your friends about this podcast, tell your colleagues and, if

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