

2025-2030

# Sustainability Action Plan

*Inspiring a Sustainable Future*

DESIGN  
FOR  
GOOD  
HMC  
Architects

# Meet Our Experts



**Jennifer Wehling** AIA, LEED AP BD+C, LEED AP ID+C, WELL AP  
DIRECTOR OF SUSTAINABILITY

As an architect, Jennifer believes the designers of the built environment have a responsibility to protect the natural environment and human health. She leverages her passion and experience to help teams push the limits of sustainability while honoring each project's unique opportunities and constraints. As HMC Architects' director of sustainability, Jennifer leads strategic initiatives for sustainable building firm-wide and aims to impact not just HMC Architects' designs, but its operations as well; guiding HMC Architects in minimizing its footprint while maximizing its positive impact. When she's not working, you are most likely to find Jennifer recharging near the ocean with family or on the sideline of a soccer game cheering on her teenagers.



**Venus Emrani** LEED AP BD+C  
SUSTAINABLE DESIGN ANALYST

An accomplished analyst with over 10 years of expertise, Venus specializes in utilizing cutting-edge sustainability and energy tools to analyze daylight, wind, microclimate, noise, solar exposure, energy efficiency, glare, and embodied carbon. Her work ensures that sustainability is seamlessly integrated into every project, working with teams to make data-based decisions. Her passion for teaching fosters a culture of sustainability with her colleagues, enhancing their understanding of green building strategies. Her collaborative approach ensures that project objectives are achieved, while contributing to a healthier, more sustainable future for the built environment. When she's not working, Venus can be found painting, playing music, taking a walk, or getting lost in a good book.



**Camille Croll** LEED AP BD+C  
SUSTAINABLE DESIGN SPECIALIST

With a strong commitment to environmental preservation and social equity, Camille's experience and project management skills paired with her creativity and problem-solving approach give her the skills needed to excel in certifying projects under green building rating systems such as LEED and CHPS. Prior to joining HMC Architects, she honed her expertise at an MEP firm, deepening her understanding of sustainable design and construction. In her time at HMC Architects, Camille has developed a greater appreciation for the environmental impacts of material selection and a new passion for fighting both operational and embodied carbon. Outside of work, you can find Camille cooking, singing, enjoying the outdoors, or playing with her cat, Nips.

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“The **greatest threat**  
to our planet is the  
belief that someone  
else will save it.”

—Robert Swan, environmentalist and explorer



# Inspiring a Sustainable Future

At HMC Architects, our Design for Good ethos is powerful. It's a reason to get out of bed in the morning, a sense of responsibility, a call to action, and much more. As designers of the built environment, we have a responsibility to protect the natural environment. We strive to design indoor and outdoor spaces that promote human health and wellness within our communities while improving environmental health worldwide.

Design for Good means we understand the importance of an integrated and holistic approach. Sustainability must be ingrained in who we are and the way we think. We must always consider the environmental, economic, and social impacts of our decisions in our projects and business practices. There is great power in the work we do to raise the level of awareness around sustainability internally at HMC Architects, with our extended project teams, and within our communities. We hope to not only spread knowledge but also inspire change.

With this in mind, HMC Architects' 2025 Sustainability Action Plan is broken down into three parts:

## Operations + Partnerships | Who We Are Architecture + Design | What We Do Education + Outreach | How We Engage

Each section includes short and long-term goals<sup>1</sup> that guide us as we strive to do better and make a stronger impact on our firm, communities, and planet. We dare to imagine a future that is not only truly **sustainable**, but a future where the buildings we design restore environmental health and recharge the human soul. Please join us on this journey.



**Jennifer Wehling**  
Director of Sustainability  
[jennifer.wehling@hmcarchitects.com](mailto:jennifer.wehling@hmcarchitects.com)



**Brian Staton**  
President/CEO  
[Brian.Staton@hmcarchitects.com](mailto:Brian.Staton@hmcarchitects.com)

## Sustainable


(adj.)

Capable of being maintained at length without interruption or weakening.

Cal Poly Student Housing | Pomona, CA

Daylight and Views were a priority with this LEED Gold Project.

<sup>1</sup> Short-term goals are already in progress or will be started no later than 2026. Long-term goals will be met by 2030. Milestone goals will be tracked and updated internally on a bi-annual basis.



“Be the **change**  
you wish to see  
in the world.”

—Mahatma Gandhi



## Operations + Partnerships

# Who We Are.

Design for Good starts with who we are. How we operate and who we partner with is at the heart of who we are. We strive always to be better and influence those around us to be better.

### Partnerships

We strive to work with partners – clients, consultants, and contractors – who are also actively working towards a sustainable future.

**Short-term Goal:** Survey our partners to get an understanding of their values around sustainability. For MEP and Structural partners specifically, we will track who has signed on and is reporting to the MEP 2040 and SE 2050 respectively.<sup>2</sup> We will share our values and expectations for the future.

**Long-term Goal:** Establish a program to evaluate new partners and reevaluate existing partners regularly to ensure we are working with partners who have identified and are actively working on their own sustainability goals.

### Corporate Sustainability Certification

We will hold ourselves accountable to a higher standard and set goals for improvement.

**Short-term Goal:** Finalize the decision on which certification (JUST, B Corp, WELL Equity Rating, Local Green Business certification, or similar) to move forward with and start the documentation process.

**Long-term Goal:** Earn a Corporate Sustainability Certification and develop a process for renewal with improvements.

HMC Architects Concours Building | Ontario, CA

This LEED Silver project includes EV chargers for employee, visitor, and community use.

<sup>2</sup> In 2024, HMC Architects signed on to be an MEP 2040 Commitment Supporter. We support both the [MEP 2040](#) and the [SE 2050](#) Commitments and strongly encourage the consultants we work with in these disciplines to sign on and report to these commitments.

**546**  
MTCO<sub>2</sub>e  
CORPORATE CARBON  
FOOTPRINT BASELINE<sup>4</sup>

### Sustainable Office Policies

Implement policies across all HMC Architects offices that support human and environmental health with continuity yet allow for flexibility and adaptability.

**Short-term Goal:** Review current policies, determine needed updates, and identify new policies. Policies to include but are not limited to: Purchasing, Printing, Energy Management, Waste Management, Cleaning, and Vendors.

**Long-term Goal:** Establish a full set of office policies with guidelines for sustainability policies. Policies will be reviewed and updated yearly to ensure relevance.

### Corporate Carbon Footprint

By defining our footprint, we can understand our impact and set goals for improvement.

**Short-term Goal:** We will identify our corporate carbon footprint baseline, outline opportunities for reductions, and set standards for purchasing reputable carbon offsets.<sup>3</sup>

**Long-term Goal:** Update our corporate carbon footprint yearly following AIA LFRT recommendations. Outline and execute carbon reduction strategies. Purchase reputable carbon offsets to maintain carbon neutrality.

<sup>3</sup> A carbon offset is the verified avoidance or capture of one metric ton of carbon dioxide (usually denoted as mtCO<sub>2</sub>) from the atmosphere. Reputable offsets with environmental integrity are verifiable and correctly accounted for and have a low risk of non-additionality, reversal, and creating negative unintended consequences for people and the environment. In line with the AIA LFRT Sustainability Group recommendations, HMC Architects will use the Oxford Principles to identify high quality carbon offsets.

<sup>4</sup> In 2024, using 2023 data, HMC Architects calculated a baseline corporate carbon footprint. This footprint includes Scope 1, Scope 2, and Scope 3 business travel emissions. Additional Scope 3 categories will be included yearly.



SFSU J. Paul Leonard Library | San Francisco, CA

The connection to nature in this space helps reduce stress.



“The designer’s job is  
to **imagine the world**  
not how it is, but how  
it should be”

–Sir Terence Conran



**Kaiser Permanente Medical Center | Moreno Valley, CA**

The open stair in the lobby encourages physical activity for building occupants.

## Architecture + Design

# What We Do.

Design for Good embodies what we do. How we design and deliver projects will support human and environmental health.

### AIA 2030 Commitment<sup>5</sup>

Buildings are responsible for 40 percent of all carbon emissions. Our projects will set energy use and source goals, and track and report data.

**Short-Term Goal:** Projects will include energy modeling with regular updates throughout the design process. Projects will identify their 2030 baseline and target EUIs, set a goal pEUI, and conduct an analysis of operational and embodied carbon.

**Long-Term Goal:** Projects will target zero net energy and, at a minimum, will be designed to be zero net energy ready. Total carbon (operational plus embodied) will be analyzed and reported with reductions from a baseline.

### AIA Materials Pledge:<sup>6</sup>

The materials we specify have both human and environmental impacts, we will be thoughtful and intentional in our selections.

**Short-Term Goal:** Projects will track the AIA Material Pledge's categories for interior finishes, products will meet one or more pledge categories. Evaluate the master specification against Materials Pledge and make recommendations for improvements. Lay out a process for tracking exterior products.

**Long-Term Goal:** All building products specified by HMC Architects will meet one or more pledge categories. All interior finishes will meet Human Health criteria. Red List materials will be eliminated from specifications.

<sup>5</sup> The [AIA 2030 Commitment](#) is an actionable climate strategy that gives us a set of standards and goals for reaching net zero emissions in the built environment. 40 percent of all carbon in the atmosphere can be attributed to buildings, architects are in a position to make a difference. The goals of the 2030 Commitment align with HMC Architects' Design for Good mission.

<sup>6</sup> As a signatory of the [AIA Materials Pledge](#), HMC Architects is continuously improving our materials selection process to support Human Health, Ecosystem Health, Social Health and Equity, Climate Health, and Circular Economy. Tracking material pledge categories ensures a more thoughtful material selection process providing our team, and yours, the piece of mind that installed materials support a healthy indoor environment.

11  
ARE LEED  
PLATINUM

50  
ARE LEED  
GOLD

114

LEED REGISTERED AND  
CERTIFIED BUILDINGS



### AIA Framework for Design Excellence <sup>7</sup>

Good design must be sustainable. Project teams will use the Framework for Design Excellence to guide a thoughtful design process.

**Short-Term Goal:** Projects will use the Framework for Design Excellence to identify project priorities and goals in at least five (Integration, Equitable Communities, and Wellness, plus two measures of the teams choosing that align best with the overall project goals) of the 10 measures. Information will be captured in the schematic design package then tracked and updated throughout design.

**Long-Term Goal:** Projects will set and track measurable goals in each of the 10 design excellence topics. Information will be captured in the schematic design package then tracked and updated throughout design.

### Post Occupancy Evaluations (POE)

Create a feedback loop to improve design and performance.

**Short-Term Goal:** Develop the POE process and identify minimum qualifications for projects that will go through the process. Post occupancy evaluations to include at a minimum: energy and water use, feedback on air temperature, humidity and other environmental conditions, acoustics, artificial and natural lighting levels, wayfinding, aesthetics, workflows, and user satisfaction.

**Long-Term Goal:** Have a process in place for post occupancy, including how to use the data collected to improve our designs in the future.

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<sup>7</sup> The AIA Framework for Design Excellence represents the defining principles of design excellence in the 21st century. Comprised of 10 principles and accompanied by searching questions, the framework informs progress toward a zero-carbon, healthy, just, resilient, and equitable built environment.



**Kaiser BVT Health Hub | Beaverton, OR**

This LEED Gold project includes whimsical art to delight the senses.



“When you  
know better,  
**you do better.**”

-Maya Angelou



**Kern HSD Del Oro High School | Bakersfield, CA**

The roll up doors and soft seating in this classroom allow for a variety of teaching modalities, expand the usable classroom space, and provide access to fresh air.

## Education + Outreach

# How We Engage.

Design for Good includes building and sharing knowledge. We will continue to elevate our knowledge base internally and share our expertise with our partners and communities.

### Internal Education

We will create and promote ongoing opportunities for staff to raise their awareness of and inspire action on sustainability-related topics.

**Short-term Goal:** Refresh existing resources and establish new resources for sustainability information and education.

**Long-term Goal:** Maintain current and relevant digital resources for all staff, including on-demand resources supplemented with new content regularly.

### External Outreach

We will share our stories with our partners and community members to elevate the knowledge and inspire action around sustainability.

**Short-term Goal:** Develop a list of organizations and publications to actively engage with and submit content for via presentations, impact papers, or other forms of outreach.

**Long-term Goal:** Participate in a minimum of four (one per quarter) outreach events every year with a diverse number of organizations.

### Advocacy

We will use our voice to inspire change in our communities, in our industry, and beyond.

**Short-term Goal:** Identify organizations at the local, regional, and state level to partner with and make a positive impact. Identify people within HMC Architects that would be good fit for advocacy.

**Long-term Goal:** Once partner organizations are identified, long term goals will be developed.

55

LEED ACCREDITED  
PROFESSIONALS

“If you think you’re too small to **make a difference**, you haven’t spent the night with a **mosquito.**”

–African Proverb



40.33%  
INDOOR WATER USE REDUCTION

67.31%  
OUTDOOR WATER USE REDUCTION

72.6%  
ENERGY SAVINGS

84.75%  
WASTE DIVERSION

## Kaiser Skyport

The LEED Platinum, Kaiser Permanente Skyport Medical Office Building in San Jose, California is just the kind of tech smart, cool, hospitality-driven experience you'd expect in the Silicon Valley. The exciting design embraces Kaiser's vision in Carsynthesis and Total Health Environment (THE) principles. Designed with a revolutionary approach to member care, with innovative, cost-effective construction solutions, the facility is equipped with high tech, high touch technology. Designed with customer needs in mind, the facility caters to the customer centric care.

The 10 acre site is strategically located in an emergent part of the city characterized by its proximity to the historic downtown and neighboring communities that make up the heart of Silicon Valley. The project is well connected to the community via public bike paths and public transportation. The colorful landscaping, Thrive path, and sculpture garden create a tranquil, healing environment, and the on-site indoor/ outdoor cafés invites members to lounge or work during visits. Inside the 150,000 SF building a bright, open, and welcoming space envelops members upon entry. Wayfinding is a breeze with color-coded portals for each Kaiser service line, and each elevator stop features color-compatible glass tiles and large numbers. The material selection process led to 23% recycled materials and 14% materials from local sources.





## North Coastal Live Well Health Center

Located in Oceanside, California, the new County of San Diego North Coastal Live Well Health Center building is a Zero Net Energy (ZNE) facility inspired by the local natural resources it's designed to protect. A shining example of high-performance architecture, the three-story 36,000 square-foot facility houses Aging and Independence Services, a Military and Veterans Resource Center, Community Health Promotions, Regional Administration, Public Health Services, and Behavioral Health Services. The LEED Platinum facility was the first county owned ZNE medical office project listed in California.

Just over a mile from the ocean, the site enjoys plentiful Pacific breezes, allowing the project to take a "passive first" approach to the design. The lobby atrium is completely naturally ventilated, and every occupiable space has operable windows. A "V"-shaped layout opens to the east, avoiding undue heat gain on the west, and creating a lush courtyard for outdoor gathering and respite. Windows give glimpses of the perimeter landscape, lined with native plantings meant to emulate the nearby coastal bluffs. Two narrow wings, oriented east-west, allow abundant daylight throughout the building. Vertical shade "sails" on the exterior regulate light and heat while offering soft texture on the façade. Coupled with low-emitting materials, these strategies create a welcoming and soothing interior.

**38.86%**  
INDOOR WATER USE REDUCTION

**50.26%**  
OUTDOOR WATER USE REDUCTION

**100%**  
ENERGY USE REDUCTION

**95.73%**  
WASTE DIVERSION

**75.14%**  
DAYLIGHT IN REGULARLY OCCUPIED SPACES



100%

OUTDOOR WATER USE REDUCTION

44.2%

INDOOR WATER USE REDUCTION

106%

ENERGY USE REDUCTION

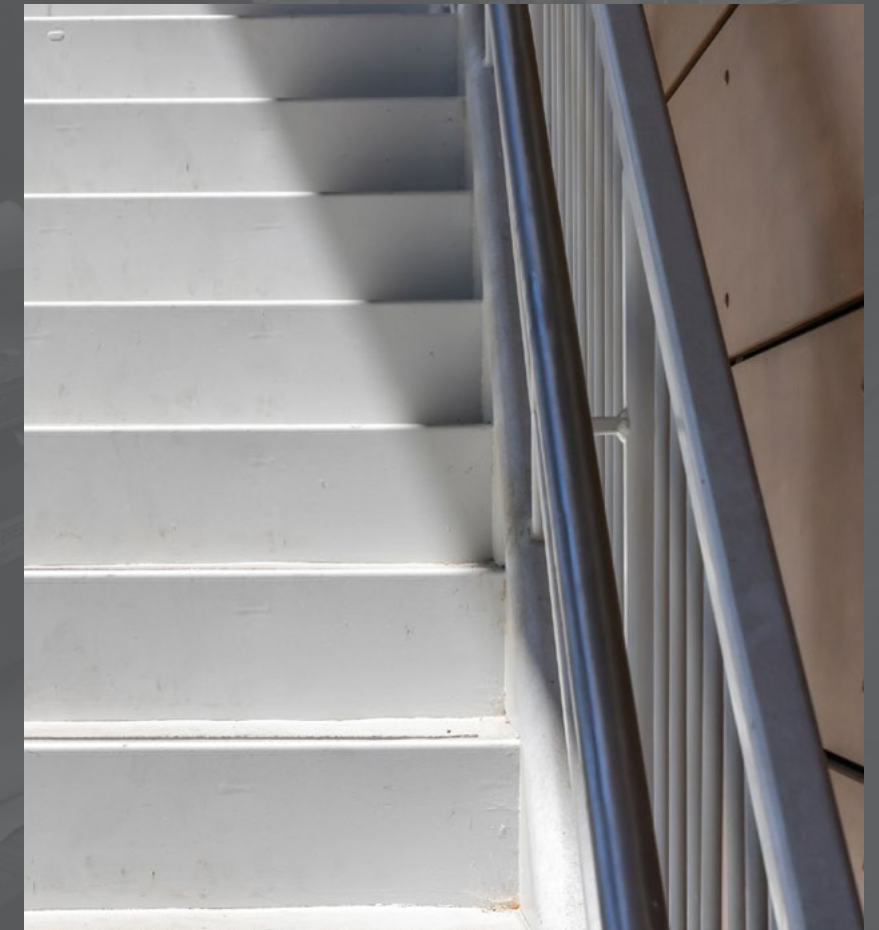
77%

QUALITY VIEWS IN REGULARLY OCCUPIED SPACES

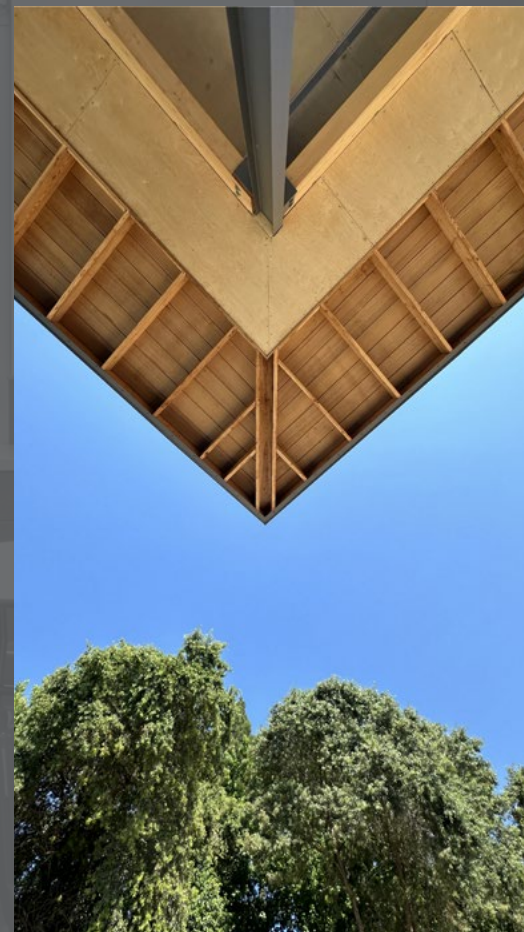
## Diablo Valley College Art Complex

Diablo Valley College's Art Complex in Pleasant Hill, California aims to unify the art program facilities and create a sense of community for students where art and the process of making art can be showcased to inspire interest and encourage student participation. The 33,000 SF building provides studio, classroom, office, and support spaces tailored to the specific needs of the school's fine and digital arts programs. At the exterior, the central courtyard provides a flexible outdoor environment suitable for various activities such as pre-function space for art gallery events, an outdoor lounge area, or an outdoor classroom environment. The courtyard includes a large habitable staircase that connects to the second floor deck and provides amphitheater style seating for courtyard events.

The sustainability features blend in seamlessly on this project and, in addition to the materials that support both human and environmental health, there is no denying the focus on energy efficiency and water use reduction. Water use, both inside and out, was reduced via thoughtful plant selection, irrigation design, and plumbing fixture selections. Once efficiencies were maximized, locally supplied reclaimed water was then supplemented to significantly reduce the amount of potable water needed for the facility. Similarly with energy systems, focus was placed on efficiency, with the remaining energy needs being met by a nearby campus photovoltaic system. The LEED Gold facility will seek Zero Net Energy certification once a year of operational data is available.



ZERO  
NET ENERGY



## Floyd Farms

Located in Sacramento, the Floyd Farms project supports the Food Literacy Center and its mission to combat food insecurity in one of California's largest school districts. The project transforms an empty plot into a hub for community farming and student learning, maximizing the small site. The site includes both a farm for the Food Literacy Center and a community garden where locals can reserve plots and grow their own food. The building includes office space to support the Food Literacy Center staff, a commercial kitchen, and a flexible classroom with cooking stations. At the north side of the building a large shaded patio provides additional learning space that can also be used for events, the space looks out to the farm where students and the community can see healthy farming practices in action.

The zero net energy project is a showcase of integrated sustainable design. Taking advantage of the east west access on the long narrow site, the entry and windows

at the south are well shaded while the full height north windows provide ample daylight into the space and views out to the farm. Operable windows and Big Ass Fans in the classroom and office spaces allow for passive cooling that increases occupant comfort and reduces overall energy use. The roof is covered with photovoltaic panels, optimized to maximize energy generation. Rainwater from the roof is collected and used to hand water plants, stormwater infiltrates into the site, filtered through rocks and plants, inside the building the VRF condensation is collected and reused. A thoughtful material selection process led to an overall reduction in materials used and a focus on low embodied carbon materials.

Through its innovative community focused approach, Floyd Farms exemplifies a commitment to addressing food scarcity while promoting education and sustainability, paving the way for a healthier future.

**50.4%**  
OUTDOOR WATER  
USE REDUCTION

**26%**  
INDOOR WATER  
USE REDUCTION

**100%**  
ENERGY  
USE REDUCTION

**Lance Hosey's Enduring Legacy  
in Sustainable Design**

# Honoring a Visionary

As we look forward to the future, it's important to remember those whose visionary leadership helped shape our path. Lance Hosey was one of those visionaries—a transformative force in sustainable architecture. Though brief, his contributions at HMC Architects were nothing short of revolutionary. Lance brought energy, innovation, and a passion for design that pushed the boundaries of architecture and influenced our mission to make communities healthier, more resilient, and more equitable. His work on zero-carbon concepts and groundbreaking projects like the Honeybee Discovery Center is a testament to his belief that buildings should be good for both people and the planet.

Lance's legacy endures in the way we now think about design—moving beyond aesthetics to embrace purpose, functionality, and sustainability. His approach redefined what it means to positively impact the built environment, encouraging us all to strive for designs that enrich lives, improve communities, and protect the environment. We honor Lance's spirit and commitment to designing a better world as we continue our journey toward a more sustainable future. His influence will forever be felt in our work and the communities we serve.

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[lancehosey.com](http://lancehosey.com) | [Writing](#) | [TED Talk](#) | [Scholarship Fund](#)

**Los Angeles**

633 W. 5th Street, Third Floor  
Los Angeles, CA 90071  
213.542.8300

**Ontario**

3546 Concourse Street, Suite 200  
Ontario, CA 91764  
909.989.9979

**Portland**

721 NW 9th Avenue, Suite 350  
Portland, OR 97209  
503.224.9162

**Sacramento**

2101 Capitol Avenue, Suite 100  
Sacramento, CA 95816  
916.368.7990

**San Diego**

201 Lomas Santa Fe Drive, Suite 200  
Solana Beach, CA 92075  
619.744.4077

**San Jose**

333 W. San Carlos Street, Suite 750  
San Jose, CA 95110  
408.977.9160

**Seattle**

71 Columbia Street, Suite 500  
Seattle, WA 98104  
206.340.9500

# design for **HMC** good. **ARCHITECTS**

Founded with the purpose of anticipating community needs, HMC Architects aims to create designs that have a positive impact, now and into the future.

As a 100-percent employee-owned company, we focus primarily on opportunities to have the most direct contribution to communities — through healthcare, education, and civic spaces.

Learn more at  
[hmcarchitects.com](http://hmcarchitects.com)

