

# Webinar

## ULI British Columbia: Coffee and Conversations with Paul Fast, HCMA

Date: August 12, 2020

00:00:00 --> 00:00:08: Correct? Alright. Security.

00:00:44 --> 00:00:47: Hey there everyone. So if you can hear me we're

00:00:47 --> 00:00:50: just gonna be waiting another kind of minute or two

00:00:50 --> 00:00:53: for everybody else to trickle in and then we'll get.

00:00:53 --> 00:02:01: Wonderful. Cool well good morning everybody.

00:02:01 --> 00:02:05: My name is Oliver I'm a volunteer with the Urban

00:02:05 --> 00:02:09: Land Institute and my colleagues Randolph and Chris on the

00:02:09 --> 00:02:13: call are two other volunteers who put this together now.

00:02:13 --> 00:02:16: So just to introduce what the Urban Land Institute is

00:02:16 --> 00:02:17: for those who.

00:02:17 --> 00:02:18: For those who don't know,

00:02:18 --> 00:02:21: so it is a global organization with a local presence

00:02:21 --> 00:02:22: here in British Columbia.

00:02:22 --> 00:02:25: And there's all sorts of great events and educational

00:02:25 --> 00:02:27: opportunities

00:02:25 --> 00:02:27: that happen throughout the year.

00:02:27 --> 00:02:30: We definitely encourage you to join to become a member.

00:02:30 --> 00:02:32: It is based upon individual membership,

00:02:32 --> 00:02:36: not company membership. It's about 12 bucks a month for

00:02:36 --> 00:02:38: young professionals and Rana August 10%

00:02:38 --> 00:02:41: savings right now. And yeah,

00:02:41 --> 00:02:45: there's a bunch of great events happening throughout the

00:02:45 --> 00:02:48: year

00:02:45 --> 00:02:48: and two that are coming up just to highlight our

00:02:48 --> 00:02:52: a vert virtual summer social on August 26 and then

00:02:52 --> 00:02:56: the woman of ULI Arm is having a business ethics

00:02:56 --> 00:02:58: event on August 27th.

00:02:58 --> 00:03:03: And registration and further information can be found about

00:02:58 --> 00:03:03: that

00:03:03 --> 00:03:05: on the ULI British Columbia website.

00:03:05 --> 00:03:07: So and also just to give you a heads up  
00:03:07 --> 00:03:09: about this webinars specifically,  
00:03:09 --> 00:03:12: it will be recorded and an aversion will be sent  
00:03:12 --> 00:03:14: out to your emails shortly after.  
00:03:14 --> 00:03:18: And as well, highlight the coffee and conversations arm of  
00:03:18 --> 00:03:19: the ULI events.  
00:03:19 --> 00:03:21: We have about 8 a year so it was a  
00:03:21 --> 00:03:23: casual networking opportunity.  
00:03:23 --> 00:03:26: We had a few earlier this year obviously happening in  
00:03:26 --> 00:03:28: person at a coffee shop or at one of the  
00:03:28 --> 00:03:31: office is obviously it's happening happening virtually now,  
00:03:31 --> 00:03:34: but just wanted to thank you all for joining to  
00:03:34 --> 00:03:36: the coffee and conversations event.  
00:03:36 --> 00:03:38: Again, it's more back, more of a casual,  
00:03:38 --> 00:03:41: career focused event that we're all where we all get  
00:03:41 --> 00:03:43: pretty excited about.  
00:03:43 --> 00:03:46: So we all we do recommend that everyone mute their  
00:03:46 --> 00:03:49: microphone and go on to gather review for the best  
00:03:49 --> 00:03:49: experience.  
00:03:49 --> 00:03:52: I'll start by introducing. Paul will have a bit of  
00:03:52 --> 00:03:54: a general back and forth talk about his career and  
00:03:54 --> 00:03:56: all sorts of great stuff,  
00:03:56 --> 00:03:58: and then we'll open it up for question.  
00:03:58 --> 00:03:59: An answer in the end.  
00:03:59 --> 00:04:02: And if you guys have questions throughout that super  
awesome,  
00:04:02 --> 00:04:05: just put them in the chat and then Randolph and  
00:04:05 --> 00:04:08: Chris will will go through them at the end.  
00:04:08 --> 00:04:11: And now to introduce Paul before I pass it off.  
00:04:11 --> 00:04:14: So for those who don't know how fast he his  
00:04:14 --> 00:04:17: academic background comes from UBC,  
00:04:17 --> 00:04:19: getting his Masters in architecture,  
00:04:19 --> 00:04:23: he's being at HDMI for over 10 years now.  
00:04:23 --> 00:04:26: He's now a principle architect there and has been in  
00:04:26 --> 00:04:29: many many projects across Metro Vancouver,  
00:04:29 --> 00:04:32: both on the private side and on the public side.  
00:04:32 --> 00:04:34: That will will get into later and also has some  
00:04:34 --> 00:04:38: international experience having done projects over in Russia  
and Switzerland  
00:04:38 --> 00:04:40: and all sorts of great stuff.  
00:04:40 --> 00:04:42: He's spoken at TEDx in West Vancouver.  
00:04:42 --> 00:04:46: He's spoken at interesting Vancouver and as well build X

00:04:47 --> 00:04:49: so obviously excited to to have you here,  
00:04:49 --> 00:04:51: Paul. So thank you so much for joining.  
00:04:51 --> 00:04:53: Thanks for having me. Yeah,  
00:04:53 --> 00:04:57: so we just want to start off with everybody here.  
00:04:57 --> 00:04:59: Can you tell us a little bit about how you  
00:04:59 --> 00:05:03: started your career and your initial kind of movement getting  
00:05:03 --> 00:05:06: in the industry and an coming out of school and  
00:05:06 --> 00:05:07: how that works for you?  
00:05:07 --> 00:05:12: Sure, yeah, I think like many architects.  
00:05:12 --> 00:05:14: I took a little bit more of a secutus path  
00:05:14 --> 00:05:17: path architecture and that it wasn't really something that was  
00:05:18 --> 00:05:20: on my radar until a few years into into University,  
00:05:20 --> 00:05:25: and so actually went into I studied business originally in  
00:05:25 --> 00:05:27: at UBC during my undergrad,  
00:05:27 --> 00:05:30: and then realize very quickly that that wasn't something well,  
00:05:30 --> 00:05:33: I like business. It wasn't something that I wanted to  
00:05:33 --> 00:05:34: specifically specialize in,  
00:05:34 --> 00:05:39: so. There's a number of conversations that happened in  
those  
00:05:39 --> 00:05:40: years,  
00:05:40 --> 00:05:43: a couple with with certain architects that actually started to  
00:05:43 --> 00:05:45: open my eyes to what architects actually do.  
00:05:45 --> 00:05:48: An and the possibilities of what you can do with  
00:05:48 --> 00:05:51: the tool set you have as as an architect that  
00:05:51 --> 00:05:53: started to lead me down the path of becoming an  
00:05:53 --> 00:05:57: architect also benefited from exposure to the industry through  
my  
00:05:57 --> 00:06:00: father who is a structural engineer,  
00:06:00 --> 00:06:04: is the founder and principle with fascinating structural  
engineers,  
00:06:04 --> 00:06:06: and so you know, spending summers,  
00:06:06 --> 00:06:10: you know. Drafting AutoCAD horribly in his office and just  
00:06:10 --> 00:06:14: having exposure to projects he's working on getting.  
00:06:14 --> 00:06:16: You know him dragging out to the job site all  
00:06:16 --> 00:06:19: of that kind of created this this background context around  
00:06:19 --> 00:06:22: what the built environment is and how we build buildings  
00:06:22 --> 00:06:25: and cities and so. Eventually,  
00:06:25 --> 00:06:27: when I made the decision to go to architecture school,  
00:06:27 --> 00:06:31: I did my undergrad geography actually take to kind of  
00:06:31 --> 00:06:32: get in the door.  
00:06:32 --> 00:06:34: It's a grad program, of course,  
00:06:34 --> 00:06:38: and then did my grad studies during my grad studies.  
00:06:38 --> 00:06:40: I I had the benefit of doing a Co op

00:06:40 --> 00:06:41: term with Perkins and will,  
00:06:41 --> 00:06:44: and it's something that I would highly recommend you do  
00:06:44 --> 00:06:47: is just kind of during the course of your studies,  
00:06:47 --> 00:06:49: regardless of what your urine is,  
00:06:49 --> 00:06:52: spend some time in an actual office doing the work  
00:06:52 --> 00:06:54: and learning because it's a.  
00:06:54 --> 00:06:57: It's a radically different perspective on what you're.  
00:06:57 --> 00:07:00: You're going to be experiencing from from academia,  
00:07:00 --> 00:07:04: so having having completed that,  
00:07:04 --> 00:07:07: I finished my grad studies and then and then.  
00:07:07 --> 00:07:09: My wife and I were sick and tired of Vancouver  
00:07:09 --> 00:07:11: at the time and needed to get out,  
00:07:11 --> 00:07:14: and so we actually spent a year traveling and then  
00:07:14 --> 00:07:16: working in Switzerland,  
00:07:16 --> 00:07:18: and that was the point in time in which I  
00:07:18 --> 00:07:21: was also able to do a little bit of work  
00:07:21 --> 00:07:24: in Russia through through a nonprofit organization.  
00:07:24 --> 00:07:28: And so in that time period also.  
00:07:28 --> 00:07:29: Well, it was a huge benefit.  
00:07:29 --> 00:07:33: I can't underestimate the impact that had on Mycareer just  
00:07:33 --> 00:07:36: the exposure to other ways of doing things in other  
00:07:36 --> 00:07:37: ways of thinking.  
00:07:37 --> 00:07:40: Following that year. I then came back and had a  
00:07:40 --> 00:07:42: chat with Darrell Condon,  
00:07:42 --> 00:07:46: managing principle here at HCA and and very quickly  
realized  
00:07:46 --> 00:07:48: it was the place I wanted to be and it  
00:07:48 --> 00:07:51: kind of joined HDMI and never really looked back.  
00:07:51 --> 00:07:54: So I spent the majority of my career here at  
00:07:54 --> 00:07:57: HC may over the past ten 1212 years.  
00:07:57 --> 00:07:57: So  
00:07:57 --> 00:07:59: what was HMA like when you began,  
00:07:59 --> 00:08:01: and how did you see yourself fitting in and tell  
00:08:01 --> 00:08:03: us a little bit about those first couple projects when  
00:08:03 --> 00:08:04: you began.  
00:08:04 --> 00:08:08: Yeah, I mean it was interesting because you you join  
00:08:08 --> 00:08:10: a firm and and it's it.  
00:08:10 --> 00:08:11: It can be really intimidating,  
00:08:11 --> 00:08:13: right? You're trying to figure out who you're trying to,  
00:08:13 --> 00:08:16: figure out how this place works and you have impressions  
00:08:16 --> 00:08:19: about how the business of architecture works and how you  
00:08:19 --> 00:08:20: should be fitting in.

00:08:20 --> 00:08:22: And I realize that one of the things I realize  
00:08:22 --> 00:08:25: very quickly that that made me a life long HDMI.  
00:08:25 --> 00:08:29: Or was that? The value my opinion,  
00:08:29 --> 00:08:31: regardless of how junior I was and so I I  
00:08:31 --> 00:08:33: walked in the door and the first project I did  
00:08:33 --> 00:08:34: was with Darrell.  
00:08:34 --> 00:08:36: And and then I did another one with Roger who  
00:08:36 --> 00:08:39: was a bit of a figure in the architectural world  
00:08:39 --> 00:08:41: in Roger Hughes in in Vancouver,  
00:08:41 --> 00:08:43: and both of them were asking me what my opinion  
00:08:43 --> 00:08:44: was,  
00:08:44 --> 00:08:46: you know, and I would do my was in the  
00:08:46 --> 00:08:48: model shop cranking up models like like most other juniors  
00:08:48 --> 00:08:51: would an but I would bring these models to them  
00:08:51 --> 00:08:52: and they say OK well why?  
00:08:52 --> 00:08:54: Why? Why are you doing things like this and what  
00:08:54 --> 00:08:57: do you think the next step should be in and  
00:08:57 --> 00:08:57: how is you know?  
00:08:57 --> 00:09:00: And they would give me some leeway to actually explore,  
00:09:00 --> 00:09:03: and that was huge because.  
00:09:03 --> 00:09:06: I know from conversations with other colleagues and so forth  
00:09:06 --> 00:09:09: and the reputation industry has is that typically there's kind  
00:09:09 --> 00:09:10: of.  
00:09:10 --> 00:09:12: There's a sketch that's done and it's kind of dropped  
00:09:12 --> 00:09:14: on somebody's desk and then you just go and execute,  
00:09:14 --> 00:09:16: and there's very little room for back and forth,  
00:09:16 --> 00:09:19: and dialogue and learning and and and so that's that's  
00:09:19 --> 00:09:21: always been the core of HC.  
00:09:21 --> 00:09:22: May that's how we do things.  
00:09:22 --> 00:09:24: We, we, we, we value the contributions of everybody in  
00:09:24 --> 00:09:25: the firm,  
00:09:25 --> 00:09:26: regardless of where you're coming from.  
00:09:26 --> 00:09:30: And so that's that was my initial touch point with  
00:09:30 --> 00:09:31: with the firm.  
00:09:31 --> 00:09:31: Very  
00:09:31 --> 00:09:33: cool, so one thing we talk a lot about,  
00:09:33 --> 00:09:37: especially coffee and conversations and the ULI young  
00:09:37 --> 00:09:39: leaders group  
00:09:37 --> 00:09:39: more generally is mentorship.  
00:09:39 --> 00:09:42: Did you have a mentor in the beginning or did  
00:09:42 --> 00:09:44: you idolize anyone when you were young?  
00:09:44 --> 00:09:46: Kind of coming up in your life would be like

00:09:46 --> 00:09:47: them.

00:09:47 --> 00:09:50: Well I think I probably idolize people and maybe not

00:09:50 --> 00:09:51: the right ones all the time.

00:09:51 --> 00:09:55: But you know, I think I had.

00:09:55 --> 00:09:56: I have. I've had men.

00:09:56 --> 00:09:59: I've had the good fortune of having mentors through different

00:09:59 --> 00:10:00: stages of my career,

00:10:00 --> 00:10:02: and I mean certainly I would say.

00:10:02 --> 00:10:04: You know my father being in the industry has been

00:10:04 --> 00:10:06: a consistent thread throughout that you know,

00:10:06 --> 00:10:09: and he's always given me that outside perspective he he's

00:10:09 --> 00:10:13: had exposure to so many different architects in so many

00:10:13 --> 00:10:16: different practices that he can he he has that abundant

00:10:16 --> 00:10:18: abundance of of experience that he can share with me

00:10:18 --> 00:10:20: so that that's always been a huge benefit in my

00:10:20 --> 00:10:21: life.

00:10:21 --> 00:10:22: But then I would say,

00:10:22 --> 00:10:24: you know my Coop term at Perkins and Milk for

00:10:24 --> 00:10:25: example.

00:10:25 --> 00:10:27: I I work directly with an associate there an.

00:10:27 --> 00:10:30: You know that associate taught me the value of how

00:10:30 --> 00:10:33: you go through an exploration of a design problem in

00:10:33 --> 00:10:34: a super rigorous way,

00:10:34 --> 00:10:37: and that's a skill set that I've I've always carried

00:10:37 --> 00:10:39: with me when I joined HDMI.

00:10:39 --> 00:10:42: My first big project that I was involved with was

00:10:42 --> 00:10:44: with Bill Eureka's,

00:10:44 --> 00:10:46: the project architect, and he taught me,

00:10:46 --> 00:10:47: you know, he took me under his wing and he

00:10:47 --> 00:10:48: kind of showed me.

00:10:48 --> 00:10:50: He took me into every single meeting he was with,

00:10:50 --> 00:10:53: regardless of who the meeting was with Ann,

00:10:53 --> 00:10:57: and I learned that I learned about what diplomacy means

00:10:57 --> 00:10:58: in architecture.

00:10:58 --> 00:11:01: And and what diplomacy means in terms of getting a

00:11:01 --> 00:11:05: project through a really complex stakeholder process where

00:11:05 --> 00:11:08: there's this

00:11:08 --> 00:11:10: politics at play and and all sorts of things.

00:11:10 --> 00:11:12: And so the reality of us,

00:11:12 --> 00:11:14: you know, buildings are built by human beings and that

00:11:14 --> 00:11:16: comes with a whole host of complexity.

00:11:16 --> 00:11:16: And you know people with different personality types and so

00:11:16 --> 00:11:16: forth.

00:11:16 --> 00:11:19: And he taught me. That you need to understand that

00:11:20 --> 00:11:21: and you need to.

00:11:21 --> 00:11:23: You need to work within those rules and if you

00:11:23 --> 00:11:25: want to kind of get a design solution built in,

00:11:25 --> 00:11:29: the most effective, most effective manner and then you know

00:11:29 --> 00:11:29: Darrell,

00:11:29 --> 00:11:33: you know, imagine principles has been a huge part of

00:11:33 --> 00:11:34: my membership here at HC,

00:11:34 --> 00:11:36: may certainly as as well.

00:11:36 --> 00:11:39: So I you know, I would say don't ever underestimate

00:11:39 --> 00:11:43: the value of mentors in in your career and and

00:11:43 --> 00:11:45: be active in seeking them out.

00:11:45 --> 00:11:47: And don't be afraid of going to somebody and saying

00:11:47 --> 00:11:48: I want to learn from you.

00:11:48 --> 00:11:50: There's very few people who are going to shut the

00:11:50 --> 00:11:52: door on you if you ask that question,

00:11:52 --> 00:11:54: and you'll always learn something.

00:11:54 --> 00:11:55: If you if you approach it with the right attitude.

00:11:57 --> 00:11:58: Looking back now in your career,

00:11:58 --> 00:12:01: when you started kind of over 10 years ago at

00:12:01 --> 00:12:01: HMA,

00:12:01 --> 00:12:04: what would you have told yourself back then of something

00:12:04 --> 00:12:04: you know now?

00:12:06 --> 00:12:11: Um? I, I think that.

00:12:11 --> 00:12:14: I think one of the things I would tell myself

00:12:14 --> 00:12:18: is don't don't worry as much about your specifically around

00:12:18 --> 00:12:22: career progression as much as just enjoy the moment here

00:12:22 --> 00:12:25: and like I think I think the tendency we have

00:12:25 --> 00:12:25: is young,

00:12:25 --> 00:12:29: ambitious people going into the marketplace trying to find our

00:12:29 --> 00:12:31: way in the world and get their foot in the

00:12:31 --> 00:12:33: door and build a career.

00:12:33 --> 00:12:35: We tend to kind of really focus on that as

00:12:35 --> 00:12:38: being the priority when you know the reality is that

00:12:38 --> 00:12:39: that will happen.

00:12:39 --> 00:12:41: You know, if you're if you're honest and good about

00:12:41 --> 00:12:41: your.

00:12:41 --> 00:12:44: Intentions in about your craft as a person and about

00:12:44 --> 00:12:45: your profession.

00:12:45 --> 00:12:46: If you take it seriously,

00:12:46 --> 00:12:48: you'll get there and and I think sometimes we worry

00:12:48 --> 00:12:49: too much.

00:12:49 --> 00:12:51: I worry too much about getting there in the beginning

00:12:51 --> 00:12:52: and I,

00:12:52 --> 00:12:54: you know, stop and smell the roses right?

00:12:54 --> 00:12:56: Like under like take a minute and just realize enjoy

00:12:56 --> 00:12:59: the design process you're involved and then and don't be

00:13:00 --> 00:13:02: afraid to kind of just look sideways and learn for

00:13:02 --> 00:13:06: awhile and really focus on building a foundation that you

00:13:06 --> 00:13:09: can build your career on for the rest of your

00:13:09 --> 00:13:11: life because the reality is.

00:13:11 --> 00:13:15: Maybe less so today, but you know in.

00:13:15 --> 00:13:17: Most of us are in this for the long run.

00:13:17 --> 00:13:18: We're in this for, you know,

00:13:18 --> 00:13:20: for the next 3040 years there's it's no skin off

00:13:20 --> 00:13:22: her back to kind of take a few years and

00:13:22 --> 00:13:24: really kind of build a solid foundation for that to

00:13:24 --> 00:13:27: happen on. So that's I think that's one of the

00:13:27 --> 00:13:28: things I would tell myself.

00:13:29 --> 00:13:31: Can you tell us a little about your kind of

00:13:32 --> 00:13:35: workflow and your day today and how you specifically

00:13:35 --> 00:13:36: manage

00:13:35 --> 00:13:36: your workflow?

00:13:37 --> 00:13:40: Well these days it seems like it's just hopping from

00:13:40 --> 00:13:42: one zoom call to the next unfortunately,

00:13:42 --> 00:13:45: which is really, really crappy actually,

00:13:45 --> 00:13:48: but it's not something that I particularly enjoy,

00:13:48 --> 00:13:51: but you know, my workflow as a principle.

00:13:51 --> 00:13:52: I don't, I don't do.

00:13:52 --> 00:13:55: I'm not as involved with the hands on work as

00:13:56 --> 00:13:57: much as I used to be,

00:13:57 --> 00:14:00: and so a lot of times it's dropping in and

00:14:00 --> 00:14:03: checking in on where where design is at with my

00:14:03 --> 00:14:06: teams and with my associates an and then it's getting

00:14:06 --> 00:14:07: on a call with a client.

00:14:07 --> 00:14:08: And then it's, you know,

00:14:08 --> 00:14:11: reviewing the latest cost estimate and figuring out how to

00:14:11 --> 00:14:12: position it and making sure we're on the right.

00:14:12 --> 00:14:16: We're on the right page or on the right track.

00:14:16 --> 00:14:18: And then it's putting in a phone call to the

00:14:18 --> 00:14:20: client about the contractor on the job and where things

00:14:20 --> 00:14:21: are going off the rails or not,

00:14:21 --> 00:14:25: or or or not. So it's really what I think.



00:14:25 --> 00:14:28: I guess I would characterize it by its diving in  
00:14:28 --> 00:14:30: and out of a lot of things,  
00:14:30 --> 00:14:33: and and so that can be challenging and one of  
00:14:33 --> 00:14:36: the things I think I've learned over the years is  
00:14:36 --> 00:14:38: you need to be really adaptable,  
00:14:38 --> 00:14:42: inflexible, about jumping out from from from scale to scale,  
00:14:42 --> 00:14:45: right? So you know in the tomorrow morning I'm going  
00:14:45 --> 00:14:47: to site to review a particular concrete.  
00:14:47 --> 00:14:50: Or that's gone sideways, and so we're talking about very  
00:14:50 --> 00:14:50: nuts and bolts.  
00:14:50 --> 00:14:54: Things about Perry forms and form linings and rebar  
placement.  
00:14:54 --> 00:14:57: And all these things. And then the day after that,  
00:14:57 --> 00:14:59: I'll be on a call with a client talking about,  
00:14:59 --> 00:15:01: you know the nature of recreation and how that's changing  
00:15:02 --> 00:15:04: philosophically and how we need to address that in the  
00:15:04 --> 00:15:04: building.  
00:15:04 --> 00:15:06: And so it's kind of that scale jump that you  
00:15:06 --> 00:15:09: really need to learn to manage as you grow in  
00:15:09 --> 00:15:12: your karere because you're not just going to be asked  
00:15:12 --> 00:15:14: to do. Kind of a very linear,  
00:15:14 --> 00:15:16: singular, more detailed thing anymore.  
00:15:16 --> 00:15:17: It will be things of.  
00:15:17 --> 00:15:22: Very radically different kind of requirements.  
00:15:22 --> 00:15:22: Yeah,  
00:15:23 --> 00:15:26: Ann's at super interesting I've ever segue from that.  
00:15:26 --> 00:15:29: I think it's really interesting when you're an architect.  
00:15:29 --> 00:15:31: You're kind of the quarterback of the project 'cause you  
00:15:31 --> 00:15:34: also work with all the other disciplines that are involved.  
00:15:34 --> 00:15:37: Obviously from the structural engineering side like you're like,  
00:15:37 --> 00:15:38: you're like your father to.  
00:15:38 --> 00:15:41: Obviously the construction site and everywhere in between.  
00:15:41 --> 00:15:44: Can you talk a little bit about promoting that collaboration  
00:15:44 --> 00:15:47: from with different professionals of different of different  
backgrounds?  
00:15:50 --> 00:15:53: Sure, I mean one of the things I mentioned.  
00:15:53 --> 00:15:56: This culture of collaboration at at HCA,  
00:15:56 --> 00:15:59: and that's one. That's something that we extend to our  
00:15:59 --> 00:16:01: consulting teams as well.  
00:16:01 --> 00:16:03: And and our sub consultants.  
00:16:03 --> 00:16:05: And so I think it starts with being respectful of  
00:16:05 --> 00:16:05: that,  
00:16:05 --> 00:16:09: like understanding that they they have something to bring to

00:16:09 --> 00:16:12: the project that may require you to rethink your solution  
00:16:12 --> 00:16:15: and respecting that and respecting them as professionals.  
00:16:15 --> 00:16:16: That's not always something that we,  
00:16:16 --> 00:16:19: as architects have been good at.  
00:16:19 --> 00:16:22: Sometimes we just like to think that consultants are there  
00:16:22 --> 00:16:23: to tell us for us to tell them what to  
00:16:23 --> 00:16:23: do,  
00:16:23 --> 00:16:25: and that's that's a poor,  
00:16:25 --> 00:16:27: poor way of going about it.  
00:16:27 --> 00:16:29: But I would also say I think that it's time  
00:16:29 --> 00:16:32: as a profession when I would extend this to people  
00:16:32 --> 00:16:34: in the planning world as well that we think about  
00:16:34 --> 00:16:37: who else we need to be collaborating with beyond the  
00:16:38 --> 00:16:41: kind of typical roster of consultants that we use on  
00:16:41 --> 00:16:41: projects,  
00:16:41 --> 00:16:44: you know. Buildings were designing.  
00:16:44 --> 00:16:47: These days are so complex and they come with such  
00:16:47 --> 00:16:48: a wicked set of problems.  
00:16:48 --> 00:16:51: Kind of both social, economic and physical,  
00:16:51 --> 00:16:53: and I'm not sure that we always have the right  
00:16:53 --> 00:16:56: people at the table to solve those problems,  
00:16:56 --> 00:17:00: you know. We've started, we started down the path at  
00:17:00 --> 00:17:03: HCA of bringing more skill sets.  
00:17:03 --> 00:17:07: Non architectural skill sets in house because recognizing that  
so  
00:17:07 --> 00:17:10: we have communications designers we have.  
00:17:10 --> 00:17:12: We've had we have community,  
00:17:12 --> 00:17:15: we have community stakeholder engagement specialists and  
professionals.  
00:17:15 --> 00:17:18: We have had industrial designers.  
00:17:18 --> 00:17:21: One of one of our top managers in the firm  
00:17:21 --> 00:17:25: whose role is really firmwide is actually a fashion designer  
00:17:25 --> 00:17:26: and you know,  
00:17:26 --> 00:17:28: not that we're getting into the business of fashion.  
00:17:28 --> 00:17:31: But by no means. But she what she's taught us  
00:17:31 --> 00:17:33: and why her her skill set is valuable because because  
00:17:34 --> 00:17:35: in the fashion industry,  
00:17:35 --> 00:17:37: they're trained to look, you know,  
00:17:37 --> 00:17:39: 10 years out at what would the trends that are  
00:17:39 --> 00:17:40: coming 10 years out,  
00:17:40 --> 00:17:44: right? That's what the otherwise their their business dives  
and  
00:17:44 --> 00:17:46: we need to take the same kind of lens we

00:17:46 --> 00:17:49: need to understand what our communities and what our cities

00:17:49 --> 00:17:50: are going to need from us.

00:17:50 --> 00:17:51: 10 years, 20 years from now,

00:17:51 --> 00:17:53: not not tomorrow or not,

00:17:53 --> 00:17:54: not in the next year,

00:17:54 --> 00:17:57: and so she's helped us to think in that way

00:17:57 --> 00:17:59: and to see with that kind of longer term vision.

00:18:00 --> 00:18:03: So with that longer term version in the next 1020

00:18:03 --> 00:18:03: years,

00:18:03 --> 00:18:05: how do you also see the role of an architect

00:18:05 --> 00:18:07: in the job of an architect changing?

00:18:07 --> 00:18:10: Obviously it's expanding different viewpoints that may be more technically

00:18:10 --> 00:18:11: speaking.

00:18:12 --> 00:18:15: Yeah, I mean we're you know there's the whole thing

00:18:15 --> 00:18:15: around.

00:18:15 --> 00:18:19: Technology and information. We're getting asked to manage information which

00:18:19 --> 00:18:22: is becoming increasingly critical to the way that we do

00:18:22 --> 00:18:22: things,

00:18:22 --> 00:18:26: right? So data and big data is becoming a thing.

00:18:26 --> 00:18:29: And and how we manage that from a drawing standpoint

00:18:29 --> 00:18:32: and from a information flow standpoint,

00:18:32 --> 00:18:34: as architects is something that we need to learn how

00:18:34 --> 00:18:35: to do better,

00:18:35 --> 00:18:39: right? And? We're designing more based on data now than

00:18:39 --> 00:18:42: we were way more previously right.

00:18:42 --> 00:18:45: Paying attention to certain things in metrics and and measurement

00:18:45 --> 00:18:48: and reporting and and all that kind of stuff.

00:18:48 --> 00:18:51: So that's that's one particular example of how I think

00:18:51 --> 00:18:52: we're going to change.

00:18:52 --> 00:18:55: Obviously, you know the drawing platforms themselves.

00:18:55 --> 00:18:57: You know we're well on the way with BAM,

00:18:57 --> 00:19:00: obviously, but that I think that that's going to extend

00:19:00 --> 00:19:01: into.

00:19:01 --> 00:19:04: I think we're going to see that that broadened horizontally

00:19:04 --> 00:19:07: through the the the chain of responsibility,

00:19:07 --> 00:19:10: so. This kind of progression from you know where the

00:19:10 --> 00:19:12: way it used to be with architects,

00:19:12 --> 00:19:14: designing a building and producing set of drawings and then

00:19:14 --> 00:19:17: handing that off to a contractor and the contractor takes

00:19:17 --> 00:19:18: it around.

00:19:18 --> 00:19:19: The trades produce shop drawings.

00:19:19 --> 00:19:22: From that, I actually think that that's going to become

00:19:22 --> 00:19:26: a much more linear or compressed process whereby will be

00:19:26 --> 00:19:28: working on the same model that trades will be pulling

00:19:29 --> 00:19:32: from 4 for their fabrication processes and so forth an.

00:19:32 --> 00:19:33: We're not quite there yet,

00:19:33 --> 00:19:35: but I I think that's where it's going,

00:19:35 --> 00:19:39: just in the way that we handle drawing information these

00:19:39 --> 00:19:39: days.

00:19:39 --> 00:19:42: From a from a technical standpoint.

00:19:42 --> 00:19:43: So

00:19:43 --> 00:19:47: in saying that. An kind of talking about the future

00:19:47 --> 00:19:51: of work a little bit when you're hiring young professionals

00:19:51 --> 00:19:51: at HMA,

00:19:51 --> 00:19:54: whether they're fresh out of school or whether they're coming

00:19:55 --> 00:19:56: over from another firm.

00:19:56 --> 00:19:58: What types of qualities do you look for?

00:19:58 --> 00:20:00: An? What kinds of recommendations do you have?

00:20:00 --> 00:20:03: Two potential new hires as they as they grow their

00:20:03 --> 00:20:06: career for in the future of architecture and more generally

00:20:06 --> 00:20:08: speaking in the industry?

00:20:08 --> 00:20:12: Yeah. One of our core values at HMAS Curiosity an

00:20:12 --> 00:20:16: an so we we love to hire curious people and

00:20:16 --> 00:20:19: this may be a bad habit for us,

00:20:19 --> 00:20:20: but we've hired people for.

00:20:20 --> 00:20:24: We've hired people when there wasn't a specific need yet

00:20:24 --> 00:20:25: for that particular person,

00:20:25 --> 00:20:28: but they were. They were super interesting individuals that

00:20:28 --> 00:20:30: we

00:20:28 --> 00:20:30: felt could bring value in some way down the road.

00:20:30 --> 00:20:33: And that's never we've never regretted that.

00:20:33 --> 00:20:36: And So what I would say is you know you

00:20:36 --> 00:20:37: can always teach skills.

00:20:37 --> 00:20:39: You know there's there's a certain aptitude around kind of

00:20:39 --> 00:20:40: software platforms and.

00:20:40 --> 00:20:43: And drawing and all those kinds of things that can

00:20:43 --> 00:20:45: be taught what what you need to be able to

00:20:45 --> 00:20:48: demonstrate in an interview is that you're curious about the

00:20:48 --> 00:20:50: world around you that you're going to ask questions that

00:20:50 --> 00:20:53: are going to make our work relevant to the communities

00:20:53 --> 00:20:53: we work in.

00:20:53 --> 00:20:56: And so. You know one of the things that I  
00:20:57 --> 00:20:59: that I if you can ask a question in an  
00:20:59 --> 00:21:03: interview that gets me thinking or that really starts to  
00:21:03 --> 00:21:07: to tell me that you're thinking critically about the world  
00:21:07 --> 00:21:07: around you,  
00:21:07 --> 00:21:09: then it's it's a non starter and I think you  
00:21:09 --> 00:21:10: need to be able to,  
00:21:10 --> 00:21:13: you know, we oftentimes I think we get to an  
00:21:13 --> 00:21:16: interview the end of an interview and we kind of  
00:21:16 --> 00:21:18: if the person hasn't asked any questions yet.  
00:21:18 --> 00:21:20: We ask them if they have any questions and we  
00:21:20 --> 00:21:22: always get the typical ones around.  
00:21:22 --> 00:21:26: Like you know, you know what's the next big project  
00:21:26 --> 00:21:27: for HDMI or.  
00:21:27 --> 00:21:28: You know worst is like,  
00:21:28 --> 00:21:30: you know, when's my when's?  
00:21:30 --> 00:21:33: When's a salary? Raise system kicking in and like stuff  
00:21:33 --> 00:21:35: like that is just it's that's that's a death wish  
00:21:35 --> 00:21:37: if you can if you can tell us an interview,  
00:21:37 --> 00:21:40: why the way that you view the world around you  
00:21:40 --> 00:21:43: is going to make our work more interesting or better  
00:21:43 --> 00:21:46: than that's the conversation that we want to have.  
00:21:46 --> 00:21:49: And so I would really encourage people that are applying  
00:21:49 --> 00:21:50: to jobs in architecture.  
00:21:50 --> 00:21:54: Otherwise, like you know, do your homework ahead of time.  
00:21:54 --> 00:21:57: Understand what the firm, the questions the firm is asking.  
00:21:57 --> 00:22:00: About the world and and what's important to the firm.  
00:22:00 --> 00:22:03: Really focus on that because.  
00:22:03 --> 00:22:06: Otherwise, you're going off on a tangent and we get  
00:22:06 --> 00:22:08: hundreds of resonates like literally,  
00:22:08 --> 00:22:10: and especially in today's in today's age,  
00:22:10 --> 00:22:13: when unfortunately people are in our industry or are looking  
00:22:13 --> 00:22:16: for work and there's there's not as much as it  
00:22:16 --> 00:22:17: was a year or two ago.  
00:22:17 --> 00:22:19: There's hundreds of resumes coming through the door,  
00:22:19 --> 00:22:25: and so you can differentiate yourself by by asking really  
00:22:25 --> 00:22:26: good questions.  
00:22:26 --> 00:22:27: Echo,  
00:22:27 --> 00:22:29: I know you and I were talking along you and  
00:22:29 --> 00:22:31: I were talking offline about this,  
00:22:31 --> 00:22:33: but in terms of new hires,  
00:22:33 --> 00:22:36: the topic of inclusion and diversity.

00:22:36 --> 00:22:38: Can you kind of expand upon your own HMA stocks  
00:22:38 --> 00:22:39: around that?  
00:22:40 --> 00:22:43: Yeah, I mean, I think that today in today's world,  
00:22:43 --> 00:22:45: especially over the last few months,  
00:22:45 --> 00:22:48: with Black Lives, Matter movement and a lot of the  
00:22:48 --> 00:22:50: a lot of the social issues have come to the  
00:22:50 --> 00:22:51: forefront.  
00:22:51 --> 00:22:55: And what we've we're realizing as a design profession is  
00:22:55 --> 00:22:59: that not everybody feels included in our cities in a  
00:22:59 --> 00:23:02: way that we think in a way that they should,  
00:23:02 --> 00:23:04: quite frankly, and we need to be.  
00:23:04 --> 00:23:06: We need to be better about that and and it  
00:23:06 --> 00:23:09: starts with making sure that we have the right people  
00:23:09 --> 00:23:10: at the table.  
00:23:10 --> 00:23:14: During the design process and so that's internally,  
00:23:14 --> 00:23:17: you know, that's internally making sure that we're hiring the  
00:23:17 --> 00:23:19: right skill sets and the right perspectives to bring to  
00:23:19 --> 00:23:20: that work.  
00:23:20 --> 00:23:23: But it also extends out into our design processes,  
00:23:23 --> 00:23:26: so one of the things that we've done is focused  
00:23:26 --> 00:23:27: really heavily on.  
00:23:27 --> 00:23:31: A stakeholder engagement process that makes sure that we  
00:23:31 --> 00:23:34: have  
00:23:34 --> 00:23:36: the right voices from the community and from the client  
00:23:36 --> 00:23:39: side at the table so that we're not designing with  
00:23:39 --> 00:23:41: priorities that are that are half baked or or skewed  
00:23:41 --> 00:23:43: one way or the other,  
00:23:43 --> 00:23:45: right? An? And so you know,  
00:23:45 --> 00:23:47: understanding how you reach the hard to reach people,  
00:23:47 --> 00:23:50: the people this, the the,  
00:23:50 --> 00:23:53: the people in our society that have typically been left  
00:23:53 --> 00:23:54: by the wayside and that that will never show up  
00:23:54 --> 00:23:56: at an open house for a project.  
00:23:56 --> 00:23:58: We need to find a way to bring those people  
00:23:58 --> 00:23:59: and include them in the conversation around the buildings  
00:23:59 --> 00:24:02: were  
00:24:02 --> 00:24:03: building.  
00:24:03 --> 00:24:05: 'cause their buildings will be richer and they will be  
00:24:05 --> 00:24:08: better because of it.  
00:24:08 --> 00:24:09: And so maybe we can focus on the Aquatic Center.  
00:24:09 --> 00:24:12: You aren't in a chat about,  
00:24:12 --> 00:24:15: I'll I'll share my screen right now for everybody.  
For those the renderings you sent through,

00:24:15 --> 00:24:19: sure, yeah. Yeah, this is an example of a project,  
00:24:19 --> 00:24:24: so the where we really the project actually started.  
00:24:24 --> 00:24:27: This is the replacement of the Canada Games Pool in  
00:24:27 --> 00:24:28: New Westminster,  
00:24:28 --> 00:24:30: so it will be the largest capital project the city  
00:24:30 --> 00:24:32: of New Westminster is ever undertaken.  
00:24:32 --> 00:24:34: An IT combines a large,  
00:24:34 --> 00:24:38: competitively focused swimming pool with the Community  
Center an replaces  
00:24:38 --> 00:24:41: those two aging pieces of building on the site and  
00:24:41 --> 00:24:44: so you can see some of the images here.  
00:24:44 --> 00:24:46: And the way this tight kind of ties into what  
00:24:46 --> 00:24:50: I was just talking about previously as this project started  
00:24:50 --> 00:24:50: for me,  
00:24:50 --> 00:24:54: about four or five years ago when we did that,  
00:24:54 --> 00:24:56: we were hired by the city to do to run  
00:24:56 --> 00:25:01: an extensive community stakeholder engagement piece that  
was setting the  
00:25:01 --> 00:25:05: framework for how this building will be designed and built  
00:25:05 --> 00:25:06: an. And so you know,  
00:25:06 --> 00:25:08: just as a starting point.  
00:25:08 --> 00:25:12: You know the. The design process we're not even into  
00:25:12 --> 00:25:13: construction yet,  
00:25:13 --> 00:25:16: and so if you know construction proceeds shortly,  
00:25:16 --> 00:25:17: this will be a seven or eight year process.  
00:25:17 --> 00:25:18: To get this building built.  
00:25:18 --> 00:25:21: And but it started with us just speaking to the  
00:25:21 --> 00:25:23: community in one of the questions we got in our  
00:25:23 --> 00:25:25: interview from the client.  
00:25:25 --> 00:25:27: Was you know why should we hire an architect?  
00:25:27 --> 00:25:29: You're the only architect that applied to do stakeholder  
engagement,  
00:25:29 --> 00:25:31: and for this project, why?  
00:25:31 --> 00:25:33: Why should we hire an architect and and we made  
00:25:33 --> 00:25:36: the pitch that we actually as architects will be able  
00:25:36 --> 00:25:38: to do a better job of designing your building if  
00:25:38 --> 00:25:40: we are there right from the start,  
00:25:40 --> 00:25:42: talking with your community. And so,  
00:25:42 --> 00:25:45: um. You know this is a really this this.  
00:25:45 --> 00:25:48: There's so many different design elements in this building  
that  
00:25:49 --> 00:25:52: I could point to that are specifically related to priorities  
00:25:52 --> 00:25:56: that were raised early in the conversations with the

community  
00:25:56 --> 00:25:59: and with the stakeholders from the City side that that  
00:25:59 --> 00:26:00: makes it really about them,  
00:26:00 --> 00:26:03: right? So it's not. It's not HC maze vision,  
00:26:03 --> 00:26:06: it's it's a community vision for how to build a  
00:26:06 --> 00:26:08: really large building and tie into the city and make  
00:26:08 --> 00:26:11: it a community benefit for the longer term.  
00:26:11 --> 00:26:14: So this project has is has some really great things  
00:26:14 --> 00:26:15: about it beyond.  
00:26:15 --> 00:26:18: That process you know, it'll be one of the first  
00:26:18 --> 00:26:19: carbon zero,  
00:26:19 --> 00:26:22: sorry, sorry zero carbon certified pools,  
00:26:22 --> 00:26:25: aquatic centers in North America when it's done,  
00:26:25 --> 00:26:27: so there's some really innovative technology that's going into  
it.  
00:26:27 --> 00:26:32: Obviously some mass timber. There's some interesting mass  
timber ideas  
00:26:32 --> 00:26:33: here as well,  
00:26:33 --> 00:26:35: so so I just thought I'd share some of those  
00:26:35 --> 00:26:36: images.  
00:26:36 --> 00:26:37: It's one of the most current projects that I'm working  
00:26:38 --> 00:26:38: on currently,  
00:26:38 --> 00:26:40: along with a few others so.  
00:26:41 --> 00:26:44: And then you also sent me over the slides of  
00:26:44 --> 00:26:46: the Elliott project in the heart.  
00:26:46 --> 00:26:49: You want, maybe showcase those and from your  
background,  
00:26:50 --> 00:26:53: sure, yeah. So this is Cole Harbor deck and I put  
00:26:53 --> 00:26:55: this in there because I think that we we need  
00:26:55 --> 00:26:58: to remind ourselves to ask the big questions.  
00:26:58 --> 00:27:02: Anne Anne to invest in those big questions and Cole Harbor  
00:27:02 --> 00:27:05: Deck was a an unsolicited design proposal that we add  
00:27:05 --> 00:27:09: HDMI put forward because we felt that the city needed  
00:27:09 --> 00:27:11: a new type of public space that engaged with the  
00:27:11 --> 00:27:12: water and we had seen.  
00:27:12 --> 00:27:15: Examples of this in Europe and how successful they were  
00:27:15 --> 00:27:17: and we don't have anything like.  
00:27:17 --> 00:27:19: We have the seawall in Vancouver but seawall moves you  
00:27:19 --> 00:27:21: around the water like at A at a blinding pace,  
00:27:21 --> 00:27:23: and there's nowhere to actually engage with the water,  
00:27:23 --> 00:27:26: and so we actually just sat down one day and  
00:27:26 --> 00:27:26: we said,  
00:27:26 --> 00:27:29: let's design something. And so this isn't Cold Harbor.



00:27:29 --> 00:27:31: Right behind the Convention Center there,  
00:27:31 --> 00:27:32: and we said, let's design something and just put it  
00:27:32 --> 00:27:34: out there and see what happens.  
00:27:34 --> 00:27:36: And we were. We were floored like we did a  
00:27:36 --> 00:27:38: few renderings that did the design an and on our  
00:27:38 --> 00:27:39: own dime and we just said,  
00:27:39 --> 00:27:41: you know this is important for us to share with  
00:27:41 --> 00:27:43: the city and so we put it out there.  
00:27:43 --> 00:27:45: And the media picked it up and it starts sparked  
00:27:45 --> 00:27:49: all sorts of interesting conversations and collaborations that  
followed out  
00:27:49 --> 00:27:50: of that.  
00:27:50 --> 00:27:52: And you know it, it hasn't been built yet,  
00:27:52 --> 00:27:55: but it the conversation itself just led to so many  
00:27:55 --> 00:27:59: different interesting things along the way that I don't think  
00:27:59 --> 00:28:02: we can underestimate what the value of simply asking big  
00:28:02 --> 00:28:06: questions and starting conversations. In our in the in the  
00:28:06 --> 00:28:09: communities and cities that that we love,  
00:28:09 --> 00:28:12: so that's why that's in there and then alley OOP  
00:28:13 --> 00:28:16: is a story of a really small project with a  
00:28:16 --> 00:28:20: huge impact and this is a laneway revitalization that we  
00:28:20 --> 00:28:23: did one of the first ones in Vancouver an it  
00:28:23 --> 00:28:24: just took an old Lane.  
00:28:24 --> 00:28:27: Wait like a piece of underutilized urban space.  
00:28:27 --> 00:28:29: Part of the fabric of the city that we've forgotten  
00:28:29 --> 00:28:32: about or have given over to garbage trucks and services  
00:28:32 --> 00:28:34: and turned it into a place for people.  
00:28:34 --> 00:28:37: And I think that. This is this called this project  
00:28:37 --> 00:28:41: cost us 100 grand and the impact that it's had  
00:28:41 --> 00:28:44: on the surrounding community has been phenomenal.  
00:28:44 --> 00:28:46: You know we're seeing 300%  
00:28:46 --> 00:28:49: more people travel through that alley way now and use  
00:28:49 --> 00:28:51: it as a piece of public infrastructure as opposed to  
00:28:51 --> 00:28:52: just a back Lane.  
00:28:52 --> 00:28:56: And so these are those are hugely rewarding projects  
personally  
00:28:56 --> 00:28:59: for me as an architect and for us as a  
00:28:59 --> 00:28:59: firm,  
00:28:59 --> 00:29:01: those are those are times when you can kind of  
00:29:01 --> 00:29:01: sit back and say,  
00:29:01 --> 00:29:03: yeah, you know it was worth it.  
00:29:03 --> 00:29:04: You know all of the blood,

00:29:04 --> 00:29:06: sweat and tears we put into our profession.  
00:29:06 --> 00:29:09: It pays off, and so that was that was what  
00:29:09 --> 00:29:11: I wanted to share with that.  
00:29:12 --> 00:29:14: Yeah, it's very cool to see the large scale stuff  
00:29:14 --> 00:29:14: in new West.  
00:29:14 --> 00:29:18: Obviously the small scale big impact stuff in just a  
00:29:18 --> 00:29:22: Lane in Vancouver before we pass it over to questions.  
00:29:22 --> 00:29:24: Is there any other advice you'd like to pass on  
00:29:24 --> 00:29:27: to the young professionals or any kind of mistakes you've  
00:29:27 --> 00:29:30: made along the way that you want to chat about  
00:29:30 --> 00:29:32: that you can? You can bless us with.  
00:29:34 --> 00:29:35: So you know you're gonna make me finish all my  
00:29:35 --> 00:29:36: mistakes.  
00:29:37 --> 00:29:40: Finish line, let's learn lesson learn yeah,  
00:29:40 --> 00:29:40: turn  
00:29:40 --> 00:29:42: off no I mean well on the topic of mistakes.  
00:29:42 --> 00:29:44: 'cause because that is a good question.  
00:29:44 --> 00:29:48: I would say you know what I've learned about mistakes  
00:29:48 --> 00:29:49: is that?  
00:29:49 --> 00:29:52: Their their plate. There are times when you really kind  
00:29:52 --> 00:29:52: of.  
00:29:52 --> 00:29:55: They show you who you are as a person and  
00:29:55 --> 00:29:57: their ways to demonstrate character,  
00:29:57 --> 00:30:00: and one of the pieces of advice that I've gotten  
00:30:00 --> 00:30:02: over the years that I really paid attention to is  
00:30:02 --> 00:30:04: you can tell more about a person by the way  
00:30:04 --> 00:30:08: they handle a mistake, then then otherwise and and so  
00:30:08 --> 00:30:09: approach.  
00:30:09 --> 00:30:11: You know, when I when I do make mistakes,  
00:30:11 --> 00:30:13: professionally or otherwise, and they happened,  
00:30:13 --> 00:30:17: it happened. Everybody. I've always taken the approach of  
00:30:17 --> 00:30:17: you  
00:30:17 --> 00:30:17: know,  
00:30:17 --> 00:30:18: own it. If it's your mistake,  
00:30:18 --> 00:30:21: own it. Like just be clear about it and don't  
00:30:21 --> 00:30:22: try and pass the Buck.  
00:30:22 --> 00:30:24: Don't try and point fingers own it and then try  
00:30:24 --> 00:30:26: and solve it as quickly as you can and be  
00:30:26 --> 00:30:29: proactive and don't like run towards the problem.  
00:30:29 --> 00:30:32: It don't run away from it and that is served  
00:30:32 --> 00:30:34: me really well over the years and I I think.  
00:30:34 --> 00:30:36: I think that clients appreciate that.

00:30:36 --> 00:30:39: I think that consultants appreciate that and and so that's  
00:30:39 --> 00:30:42: I guess the one piece of advice around around mistakes  
00:30:43 --> 00:30:43: that I would.  
00:30:43 --> 00:30:45: I would share. Awesome,  
00:30:45 --> 00:30:48: awesome. That's great. Well before we do past up to  
00:30:48 --> 00:30:48: Q&A.  
00:30:48 --> 00:30:50: Any other thing? Any other last things you'd like to  
00:30:50 --> 00:30:50: say,  
00:30:50 --> 00:30:50: Paul?  
00:30:51 --> 00:30:53: Um, no. I I think that we need more people  
00:30:53 --> 00:30:57: in the city regardless of whether you're an architect or  
00:30:57 --> 00:30:59: a planner or in the development world,  
00:30:59 --> 00:31:02: we need more people that are passionate about what they  
00:31:02 --> 00:31:02: do.  
00:31:02 --> 00:31:04: And I guess you know a lot of a lot  
00:31:05 --> 00:31:07: of the folks I think are starting out in your  
00:31:07 --> 00:31:08: career.  
00:31:08 --> 00:31:13: And I would say that don't underestimate the what,  
00:31:13 --> 00:31:16: what, what, passion can bring to your work.  
00:31:16 --> 00:31:18: And I know that. And so there's a get into  
00:31:18 --> 00:31:21: a profession that you can be passionate about 'cause.  
00:31:21 --> 00:31:23: Otherwise, you're starting off on the wrong foot like it  
00:31:23 --> 00:31:24: does.  
00:31:24 --> 00:31:27: There's we're going to stick too much into this karere  
00:31:27 --> 00:31:30: not for it to kind of be something we enjoy  
00:31:30 --> 00:31:31: doing.  
00:31:31 --> 00:31:34: But don't underestimate when when you're sitting across the  
table  
00:31:34 --> 00:31:35: from the client,  
00:31:35 --> 00:31:37: they sense that they want to work with people that  
00:31:37 --> 00:31:39: are passionate about what they do,  
00:31:39 --> 00:31:42: and so you know that's something that is always kind  
00:31:42 --> 00:31:46: of been important to the people that I work with  
00:31:46 --> 00:31:50: is seeing that people are excited about the design work  
00:31:50 --> 00:31:52: and and that you're there because you really want to  
00:31:52 --> 00:31:52: be there.  
00:31:52 --> 00:31:55: Not just because you're getting a paycheck.  
00:31:55 --> 00:31:57: So I think that I think I'll leave it with  
00:31:57 --> 00:31:58: that.  
00:31:58 --> 00:32:00: That's awesome. Really appreciate it,  
00:32:00 --> 00:32:02: Chris and Randolph, I'll pass it off to you to  
00:32:03 --> 00:32:05: my two colleagues at the UI volunteering with the Young

00:32:05 --> 00:32:06: Leaders Group.  
00:32:06 --> 00:32:08: Through some questions that we've received thus far.  
00:32:10 --> 00:32:12: Yeah, sounds good. So our first question was from Giovanni.  
00:32:12 --> 00:32:15: So Giovanni I'm going to unmute you and then you  
00:32:15 --> 00:32:16: can ask this one yourself.  
00:32:18 --> 00:32:19: Hi  
00:32:19 --> 00:32:24: I, sorry I my kind of question is  
00:32:24 --> 00:32:25: more around  
00:32:25 --> 00:32:29: an how your company looking  
00:32:29 --> 00:32:32: to tackle climate change. You were talking  
00:32:32 --> 00:32:34: and it was quite interesting to hear that  
00:32:34 --> 00:32:38: you're working with loads of different people from industries  
to  
00:32:38 --> 00:32:40: try and get feedback on that,  
00:32:40 --> 00:32:44: but specifically what kind of things into as natural coding  
00:32:44 --> 00:32:44: techniques.  
00:32:44 --> 00:32:46: You might be using for buildings  
00:32:47 --> 00:32:48: or where?  
00:32:49 --> 00:32:51: You kind of need  
00:32:51 --> 00:32:51: to tackle something like  
00:32:51 --> 00:32:53: an increased flirting  
00:32:53 --> 00:32:56: or damp where there's a risk of that encounter certain  
00:32:56 --> 00:32:57: areas.  
00:32:59 --> 00:33:00: Well, that's a good question.  
00:33:00 --> 00:33:03: I mean, one of the week we call we call  
00:33:03 --> 00:33:06: climate change the big elephant in the room because that  
00:33:06 --> 00:33:08: nobody wants to talk about but is a is a  
00:33:08 --> 00:33:10: reality that we have to deal with.  
00:33:10 --> 00:33:13: And so we we make sure that every project we  
00:33:13 --> 00:33:17: start with here is asking the question about how they're  
00:33:17 --> 00:33:17: going,  
00:33:17 --> 00:33:18: how it's going to deal with climate change,  
00:33:18 --> 00:33:21: and sometimes that mandate comes from the client.  
00:33:21 --> 00:33:22: And sometimes it comes from us.  
00:33:22 --> 00:33:25: And you know, regardless, we need to ask that question  
00:33:25 --> 00:33:26: of all of our projects.  
00:33:26 --> 00:33:30: So more specifically because. A lot of the projects that  
00:33:30 --> 00:33:31: I work on.  
00:33:31 --> 00:33:33: Are are in the community,  
00:33:33 --> 00:33:36: and more specifically in the recreation sector,  
00:33:36 --> 00:33:39: and so we're really focused right now on understand,  
00:33:39 --> 00:33:43: and those are big and historically very energy intensive

buildings,  
00:33:43 --> 00:33:46: and so a lot of the focus right now is  
00:33:46 --> 00:33:48: on on energy consumption.  
00:33:48 --> 00:33:50: For those for those buildings.  
00:33:50 --> 00:33:53: But more specifically, we're starting to see like we're doing  
00:33:53 --> 00:33:57: one of the first Passive House Certified Community centers  
in  
00:33:57 --> 00:33:58: North America,  
00:33:58 --> 00:33:59: Clayton Heights, which just got occupancy.  
00:33:59 --> 00:34:02: Actually, that was hugely challenging,  
00:34:02 --> 00:34:04: but. You know the envelope.  
00:34:04 --> 00:34:08: We're investing a lot in understanding how envelope impacts  
energy  
00:34:08 --> 00:34:09: consumption,  
00:34:09 --> 00:34:12: because regardless of whether you're trying to hit a certain  
00:34:12 --> 00:34:13: energy target or not,  
00:34:13 --> 00:34:15: a good envelope is good for the building.  
00:34:15 --> 00:34:16: Like we know that from a durability perspective,  
00:34:16 --> 00:34:19: we know that from a from a long term maintenance  
00:34:19 --> 00:34:19: perspective,  
00:34:19 --> 00:34:22: good envelope like it makes sense to invest in the  
00:34:22 --> 00:34:22: envelope.  
00:34:22 --> 00:34:24: So that's where we like to spend money is in  
00:34:25 --> 00:34:28: making sure that we get really good airtightness Anne Anne  
00:34:28 --> 00:34:31: use quality materials because it benefits in so many different  
00:34:31 --> 00:34:33: directions and then I would also say.  
00:34:33 --> 00:34:37: You know, just going back to passive design strategies.  
00:34:37 --> 00:34:39: You know natural ventilation is something.  
00:34:39 --> 00:34:40: We talked a lot about,  
00:34:40 --> 00:34:43: you know, in the rise of the green building movement,  
00:34:43 --> 00:34:45: passive strategies got a lot of attention and then we  
00:34:45 --> 00:34:48: kind of started looking at a lot of technical interesting  
00:34:48 --> 00:34:50: technologies like view glass and an triple glazing and all  
00:34:50 --> 00:34:53: that kind of stuff. I think it kind of subsumed  
00:34:53 --> 00:34:55: some of those older,  
00:34:55 --> 00:34:57: more proven techniques, and we're bringing those back in.  
00:34:57 --> 00:35:01: We know that a really solid day lighting analysis can  
00:35:01 --> 00:35:04: yield so much just from user comfort and an an  
00:35:04 --> 00:35:06: from energy consumption.  
00:35:06 --> 00:35:08: And so we're focusing back on bringing those back in  
00:35:09 --> 00:35:10: a more meaningful way.  
00:35:10 --> 00:35:11: And using data to support that.  
00:35:11 --> 00:35:13: So not just saying you know,

00:35:13 --> 00:35:14: we know that Northlight is good,  
00:35:14 --> 00:35:16: but how should we be handling the Westleigh Tan and  
00:35:16 --> 00:35:19: actually proving that out with proper analysis?  
00:35:19 --> 00:35:21: So and we work with really good engineers as well,  
00:35:21 --> 00:35:25: particularly on the mechanical side that push us in or  
00:35:25 --> 00:35:29: asking the right questions around carbon and greenhouse  
gases so.  
00:35:29 --> 00:35:30: Hopefully that answers the question.  
00:35:32 --> 00:35:38: Pinky. Giovanni, I think you admitted you can ask your  
00:35:38 --> 00:35:40: question now.  
00:35:40 --> 00:35:40: Great  
00:35:40 --> 00:35:43: thanks Chris. Thanks for the presentation notes.  
00:35:43 --> 00:35:48: It was really good. My question to you is what?  
00:35:48 --> 00:35:52: What have you seen? It's been implemented very well  
elsewhere  
00:35:52 --> 00:35:55: that you would like to see more of Vancouver from  
00:35:55 --> 00:35:57: the conjectural landscape perspective.  
00:35:59 --> 00:36:03: Um? You know, I was,  
00:36:03 --> 00:36:06: I was in Copenhagen last June and we did some  
00:36:07 --> 00:36:10: we did some we did a study tool over there,  
00:36:10 --> 00:36:12: which is something we try and do every every year  
00:36:12 --> 00:36:14: or 2 is go to a different place in the  
00:36:14 --> 00:36:16: world and learn from how they're doing things and I  
00:36:16 --> 00:36:19: was. I was impressed again by just the the richness  
00:36:19 --> 00:36:21: of the public realm,  
00:36:21 --> 00:36:22: but they have over there.  
00:36:22 --> 00:36:24: There's no and it's a really delightful place just to  
00:36:24 --> 00:36:26: explore right and I think you know,  
00:36:26 --> 00:36:28: we're a young city. Yet like in Vancouver were so  
00:36:29 --> 00:36:31: young compared to the rest of the world and like  
00:36:31 --> 00:36:32: 100 years old an?  
00:36:32 --> 00:36:34: We hope we don't yet have the layers of kind  
00:36:34 --> 00:36:36: of history that we can build up on and really  
00:36:36 --> 00:36:38: create those rich layers that you have in a city  
00:36:38 --> 00:36:41: that allow you to explore and where the historical element  
00:36:41 --> 00:36:43: is is present in vibrant and and so you know  
00:36:43 --> 00:36:46: part of that I think is just Vancouver coming into  
00:36:46 --> 00:36:47: its own over the years,  
00:36:47 --> 00:36:50: right? More specifically, I think you know because I'll bring  
00:36:51 --> 00:36:53: it back to the building type that I'm most familiar  
00:36:53 --> 00:36:54: with,  
00:36:54 --> 00:36:57: which is which is large scale recreation work.

00:36:57 --> 00:37:02: We're seeing a shift in recreation work from.  
00:37:02 --> 00:37:05: Much more kind of competitive sport focused buildings,  
00:37:05 --> 00:37:10: too much more informal, casual drop-in type recreation,  
00:37:10 --> 00:37:13: and that's exciting because I think that that building type  
00:37:13 --> 00:37:16: actually allows a much better integration with the public realm  
00:37:16 --> 00:37:19: and with the urban realm you can deal with that  
00:37:19 --> 00:37:21: much more effectively from an urban planning standpoint.  
00:37:21 --> 00:37:24: And so in Copenhagen again.  
00:37:24 --> 00:37:27: There's all these little nooks and crannies in the city  
00:37:27 --> 00:37:30: where they've dropped a basketball court or where they've  
dropped  
00:37:30 --> 00:37:31: a little futsal court.  
00:37:31 --> 00:37:34: Or there's little trampolines for like in ground trampolines for  
00:37:34 --> 00:37:35: kids to bounce on.  
00:37:35 --> 00:37:38: Or there's just some some Lane markings painted out like  
00:37:38 --> 00:37:41: a like a parkour course painted out on the ground  
00:37:41 --> 00:37:44: and they are they intentionally layer on all of those  
00:37:44 --> 00:37:48: little space. They layer all those little spaces with  
intentionality  
00:37:48 --> 00:37:50: and and I think that's something we need to do  
00:37:50 --> 00:37:53: more of in this city like it's just reclaim the  
00:37:53 --> 00:37:54: forgotten spaces in our city.  
00:37:54 --> 00:37:57: And for public good and just invest in all these  
00:37:57 --> 00:37:59: little pocket niche spaces you know.  
00:37:59 --> 00:38:02: Like laneways, you know that where there's too much of  
00:38:02 --> 00:38:04: that space in our city that is underutilized.  
00:38:04 --> 00:38:05: I think we can leverage.  
00:38:05 --> 00:38:07: And, you know, quite frankly,  
00:38:07 --> 00:38:10: in a city where their land values are so high  
00:38:10 --> 00:38:13: and where it's so hard just to rustle public space  
00:38:13 --> 00:38:16: away from kind of development.  
00:38:16 --> 00:38:16: Tongue in cheek, of course,  
00:38:16 --> 00:38:20: but you know, wrestle it away from from the buildings  
00:38:20 --> 00:38:23: that we do need to build for public good is  
00:38:23 --> 00:38:25: is really is really difficult,  
00:38:25 --> 00:38:27: right? Because we have a confined we have we have  
00:38:27 --> 00:38:30: a finite landmass here in Vancouver being where we are  
00:38:30 --> 00:38:31: geographically.  
00:38:31 --> 00:38:35: So that's that's one of the observations off the top  
00:38:35 --> 00:38:36: of my head.  
00:38:36 --> 00:38:36: Great,  
00:38:37 --> 00:38:39: sorry Chris. If I may ask a follow up question  
00:38:39 --> 00:38:40: to that.

00:38:40 --> 00:38:43: Yeah I I yeah I definitely agree with that and  
00:38:43 --> 00:38:46: I think that's that would be really awesome to see.  
00:38:46 --> 00:38:50: How do you see that kind of being implemented in  
00:38:50 --> 00:38:54: the city through through the development process if not by  
00:38:54 --> 00:38:59: way of a specific Commission from the municipality itself?  
00:38:59 --> 00:39:02: Do you think that should be in the public round?  
00:39:02 --> 00:39:06: Policy's do you think that should be developer initiative or?  
00:39:06 --> 00:39:08: Yeah, I mean I, I think that I think both  
00:39:08 --> 00:39:10: you know we needed embedded in our policy frameworks  
and  
00:39:10 --> 00:39:12: I know that the city Vancouver is doing some really  
00:39:12 --> 00:39:16: interesting public life studies. I think that I think GAIL  
00:39:16 --> 00:39:17: is doing those,  
00:39:17 --> 00:39:21: so we're excited to see how those will translate into  
00:39:21 --> 00:39:23: policy for the city.  
00:39:23 --> 00:39:25: But I also think from the developer side,  
00:39:25 --> 00:39:26: you know we need to.  
00:39:26 --> 00:39:29: We need to think better about the edges of our  
00:39:29 --> 00:39:30: buildings and how they touch the city.  
00:39:30 --> 00:39:33: And there's different ways of doing that and and and  
00:39:33 --> 00:39:36: I think that we can be more creative in kind  
00:39:36 --> 00:39:38: of stitching those things together.  
00:39:38 --> 00:39:41: Anne Anne Anne thinking about those things more holistically  
too  
00:39:41 --> 00:39:41: often.  
00:39:41 --> 00:39:44: I guess the unfortunate thing is too often it's it's  
00:39:44 --> 00:39:45: parcel by parcel right,  
00:39:45 --> 00:39:48: and so it lacks a cohesive thing.  
00:39:48 --> 00:39:50: And that's where the policy side needs to support it,  
00:39:50 --> 00:39:54: obviously. But that's my initial thought.  
00:39:54 --> 00:39:55: Off  
00:39:58 --> 00:40:00: alright, I think we have time for one last question.  
00:40:00 --> 00:40:03: This one's from Andrew Brown.  
00:40:03 --> 00:40:07: Underground, go ahead. Hey  
00:40:07 --> 00:40:09: guys, thanks for your time this morning,  
00:40:09 --> 00:40:12: Paul. And I think you touched on this a tiny  
00:40:12 --> 00:40:13: bit kind.  
00:40:13 --> 00:40:14: We kind of screwed around it,  
00:40:14 --> 00:40:17: maybe with probably a little bit of a climate change,  
00:40:17 --> 00:40:19: but I wanted to put a spotlight on it a  
00:40:19 --> 00:40:23: bit more and just thinking about how the profession of  
00:40:23 --> 00:40:27: architecture is changed in the time we've been practicing.



00:40:27 --> 00:40:28: Do you see on the horizon?  
00:40:28 --> 00:40:31: And this isn't a so just architecture even for just  
00:40:31 --> 00:40:33: cities in development industry in general,  
00:40:33 --> 00:40:34: what do you see on the horizon?  
00:40:34 --> 00:40:35: You may be excited about?  
00:40:35 --> 00:40:38: And what do you see on the horizon that you  
00:40:38 --> 00:40:41: think maybe we need to actively steer either away from  
00:40:41 --> 00:40:44: or into kind of manage the approach of?  
00:40:44 --> 00:40:44: Yeah?  
00:40:45 --> 00:40:50: Well, I think that on the part that I'm excited  
00:40:50 --> 00:40:52: about is the the idea that.  
00:40:52 --> 00:40:55: We bring more voices to the table during the design  
00:40:55 --> 00:40:57: process and the building process.  
00:40:57 --> 00:40:59: That and you know, this idea of a more seamless  
00:40:59 --> 00:41:03: integration between the people who pay for our buildings and  
00:41:03 --> 00:41:06: the people who designed them and the people who build  
00:41:06 --> 00:41:08: them. And I think that we've got so much more  
00:41:08 --> 00:41:08: work to do,  
00:41:08 --> 00:41:12: and we're seeing some interesting collaboration models  
come out of  
00:41:12 --> 00:41:16: that are emerging in terms of how we build buildings,  
00:41:16 --> 00:41:17: so I think there's lots to explore there,  
00:41:17 --> 00:41:18: and I think we're going to.  
00:41:18 --> 00:41:22: We're going to see much more closer integration between  
those  
00:41:22 --> 00:41:23: those on.  
00:41:23 --> 00:41:27: On a professional level. I guess on the on the  
00:41:27 --> 00:41:30: on the part that I worry about.  
00:41:30 --> 00:41:35: You know there's were were becoming increasingly litigious  
as a  
00:41:35 --> 00:41:38: as a as a society and and particularly as a  
00:41:38 --> 00:41:39: building industry.  
00:41:39 --> 00:41:42: And I and I worry about the impact on that  
00:41:42 --> 00:41:45: on our willingness to take risk.  
00:41:45 --> 00:41:47: You know, both from a design standpoint from a delivery  
00:41:47 --> 00:41:48: standpoint,  
00:41:48 --> 00:41:51: an eye and certainly from a from a client is  
00:41:51 --> 00:41:54: commissioning a building standpoint.  
00:41:54 --> 00:41:56: You know, these days it seems like.  
00:41:56 --> 00:41:58: Too much of our decision-making is governed by risk,  
00:41:58 --> 00:42:01: and what could happen if this person falls down there,  
00:42:01 --> 00:42:02: and and so forth, right?  
00:42:02 --> 00:42:06: And that really stifles innovation in a bad way.

00:42:06 --> 00:42:08: And and I don't have,  
00:42:08 --> 00:42:09: I don't have an answer for that.  
00:42:09 --> 00:42:11: I'm simply saying that, you know,  
00:42:11 --> 00:42:14: we, we see this. We have this conversation with our  
00:42:14 --> 00:42:15: clients all the time,  
00:42:15 --> 00:42:16: and some of them are,  
00:42:16 --> 00:42:17: you know, are really risk averse,  
00:42:17 --> 00:42:18: and some of them are willing to push the boundaries  
00:42:18 --> 00:42:19: a bit more.  
00:42:19 --> 00:42:25: But but how we collectively approach risk is something that  
00:42:25 --> 00:42:25: that,  
00:42:25 --> 00:42:28: I think. You know could benefit from us.  
00:42:28 --> 00:42:30: Kind of having just taking a step back and thinking  
00:42:30 --> 00:42:31: about more broadly.  
00:42:34 --> 00:42:34: Thank  
00:42:34 --> 00:42:34: you yeah.  
00:42:40 --> 00:42:41: Overall we made it did  
00:42:42 --> 00:42:45: OK, Unmuted now, but just to wrap up obviously.  
00:42:45 --> 00:42:48: Thanks everyone for the questions and big thanks to you  
00:42:48 --> 00:42:50: all for taking the time out of your busy morning  
00:42:50 --> 00:42:52: to speak to a bunch of young professionals this morning.  
00:42:52 --> 00:42:55: How can people find out a little bit about yourself  
00:42:55 --> 00:42:57: for HDMI and current projects and what you guys are  
00:42:57 --> 00:42:57: up to?  
00:42:59 --> 00:43:03: Yeah, I mean our website hca.ca or on Instagram as  
00:43:03 --> 00:43:06: well and and LinkedIn and Twitter.  
00:43:06 --> 00:43:10: If you're really interested, shoot me an email  
00:43:10 --> 00:43:13: **[email protected]** and  
00:43:13 --> 00:43:15: I'm happy that kind of connect over coffee or or  
00:43:15 --> 00:43:19: carry the conversation on further.  
00:43:19 --> 00:43:19: So don't hesitate to reach out and touch base.  
00:43:19 --> 00:43:20: Wonderful  
00:43:20 --> 00:43:23: cool cool thanks Paul again obviously a lot was learned  
00:43:23 --> 00:43:24: and we really do appreciate it.  
00:43:24 --> 00:43:27: And thank you everybody for joining for taking your morning  
00:43:27 --> 00:43:28: to join this webinar.  
00:43:28 --> 00:43:30: If you are wanting to.  
00:43:30 --> 00:43:33: Attend other UI events. Just go to ULI British Columbia  
00:43:33 --> 00:43:35: and you'll see all the events there.  
00:43:35 --> 00:43:38: Again, there is a summer social coming up later this  
00:43:38 --> 00:43:41: month as well as a business ethics course done by  
00:43:41 --> 00:43:44: the women of You Ally Arm and will have future

00:43:44 --> 00:43:46: coffee and conversations throughout the year.  
00:43:46 --> 00:43:48: So keep posted the website and and if you're not  
00:43:48 --> 00:43:49: a Member,  
00:43:49 --> 00:43:52: I I definitely encourage you to to join.  
00:43:52 --> 00:43:55: But thanks again Paul really appreciate it and you have  
00:43:55 --> 00:43:55: to.  
00:43:55 --> 00:43:57: Everyone have a good rest of your day.  
00:43:57 --> 00:43:59: Thank you so much for having me.  
00:43:59 --> 00:44:00: Cool.

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