The Intersection Of Wellness

QA

CONTENTS

Abstract

Context

The events of the last few years have created a new work landscape: the continuing pandemic, a growing consciousness around social injustice, and the ongoing environmental crisis have put pressure on the workplace to react.

Individuals are demanding more accountability from their workplace beyond statements supporting Equity, Diversity, and Inclusion (EDI) and environmental health.

Adding to this pressure is the shift to working from home for many individuals which allowed time for families to connect and personal wellness; people no longer had to prioritize the demands of working in an office and the lengthy commute that comes with that.

Individuals demand alignment between the workplace and their values.

In order to incorporate alignment with individual values and validate commitments to EDI and environmental health, the new work landscape has to take a holistic view of its greatest asset: its people.

As designers, we're tasked with designing workplaces that capture the values and aspirations of our clients. In today's cultural moment, this means helping our clients address the topics of EDI, environmental health and navigating hybrid work with new urgency to create work spaces people want to be in.

What's Missing?

When looking to create design solutions for the pressing needs of today's work landscape, one doesn't have to look far and deep for answers. There are many sources that address EDI and environmental health; however, translating this information into the built environment remains an uncommon achievement. Many people still feel their basic needs are not being met in the office.

In design, a holistic approach to designing for people can be captured under the banner of "wellness." A wellness approach to design is a common instrument in a designer's toolkit, but how wellness is defined becomes open to interpretation.

Our approach to defining wellness is one that incorporates belonging and well-being. Using the terms "belonging" and "well-being" we can define our design approach to capture the needs of EDI, environmental health, and alignment with personal values.

The most prominent tools for wellness in the built environment are LEED, WELL and Fitwel*; each capturing different aspects of wellness. However, we found in our scope of work that often involves small office renovations, these tools are not accessible because of cost.

These considerations led our team to the conclusion that the tool we create must not be cost prohibitive and allow our clients to reflect on their workplaces without shame.

76% of U.S. workers reported at least one symptom of a mental health condition

Mind Share Partners' 2021 Mental Health at Work Report

84% of respondents said their workplace conditions had contributed to at least one mental health challenge

Mind Share Partners' 2021 Mental Health at Work Report

81% of workers reported that they will be looking for workplaces that support mental health in the future

APA's 2022 Work and Well-being Survey results

Goal

Our intention with the research is to provide designers with the tools to capture belonging and well-being as part of a holistic wellness approach in designing workspaces where individuals can thrive.

To meet our goal, our team focused our research around the following questions:
- How can spaces be programmed to go beyond inclusion of users but also authentically celebrate them?
- How can spaces address physical and mental health concerns to allow users to thrive?
- How can you measure belonging and well-being in the workplace?
- How can we create a tool that is easy and cost-effective to implement?

BELONGING DEFINITION:

Belonging is the feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group. It is when an individual can bring their authentic self to work. When employees feel like they don't belong at work, their performance and their personal lives suffer. Creating genuine feelings of belonging for all is a critical factor in improving engagement and performance. It also helps support business goals.

Belonging at Cornell

WELL-BEING DEFINITION:

A state of happiness and contentment, with low levels of distress, overall good physical and mental health and outlook, or good quality of life.

The American Psychology Association's Dictionary of Psychology

Methodology

Proposed Methodology

Our path to measurable Wellness can be defined by three key phases of implementation:

1: GAP IDENTIFICATION

Our team will interview key clients from the workplace sector, with the understanding that findings will translate in different capacities to other sectors

We will collect data on current models of "wellness" to set a benchmark, broken down into EDI and Sustainable categories.

We will identify areas to improve and come up with hypothetical strategies to reach those goals.

2: RESEARCH

Speak with experts in social anthropology and psychology to understand the science behind identity/belonging,and personal fulfillment/mental health metrics.

Apply their expertise through the lenses of programming, space planning, sustainable construction methods, and material selection with our benchmark goals in mind.

3: EXPERIMENTATION

Bring in an existing client to enact these findings from start to finish.

Measure the results and compare to previous workplace projects

Engage the client to be a part of the research with us and act as our collaborative partner, invested in the result.

METHOD SHIFT

When we set out on our objective to measure belonging and well-being, we placed focus on methods of collecting and analyzing data in the most traditional sense. However, after researching what is already available in the market, and new groundbreaking studies releasing in parallel with our research phase, we were forced to re-evaluate our methodology. We were encouraged knowing that these themes are extremely relevant and important to our industry's current zeitgeist, but we didn't want to reinvent the wheel. Rather, we assessed (and asked our clients directly) what barriers exist when incorporating inclusive design to their spaces. The answer: costs, and the risk of missing the mark. It became clear that to deliver a method for measuring belonging and well-being, we would need a process that is accessible for all types of clients, with their core values driving unique solutions.

Gap Identification: Workshop 1

With our methodology in place, our team was set on a path to measure wellness and belonging. However, this process was not linear. It required reassessment, goal shifts, and a shared understanding of where our current office landscape is lacking and wanting.

Before our first workshop to explore these important topics with current and former clients, we came to the conclusion as a team that the definitions of wellness, belonging, and inclusivity could mean very different things to each individual. We can only define within the context of that which we have been exposed or through intentional education. We knew it would be important to incorporate a definition exercise into our workshop in order to start from the same place of understanding.

Workshop 1, held on 09/26/22, consisted of three Clients in addition to our QA team and OneWorkplace coach, Kate Rancourt, who kept us accountable with time and logistics. We began the workshop with a presentation explaining the OneDer grant and our purpose for the meeting: Gap Identification.

Client 1:

Latino Married Cis Male, Gen X, Vice President of Real Estate & Workplace for a Cloud-Based FinTech Company

Client 2:

White Single Cis Female, Gen X, Senior Director of Workplace Services at a FinTech Company

Client 3:

White Married Cis Female and New Parent, Millennial, Senior Director for Real Estate and Fiscal Security at a Cloud-Based Data Analysis Tech Firm

We had each participant introduce themselves,
and define a key term:

"What does an inclusive workplace mean to me?"

CLIENT 1

"Inclusivity is the ability for an individual to feel unencumbered, in both thought and action. Understanding how employees are inhibited in their thoughts and their actions is something that I think is really important for us to identify in the workplace, now more than ever. It's a challenge to keep folks engaged socially and directly."

CLIENT 2

"A good example of when I felt like I belonged was when I actually started working here [in my current role] several years ago...It's probably one of the first times in my career where I felt like I was valued for my experience, and that I actually had a voice where people were open to my ideas and suggestions. I was able to make a real difference."

CLIENT 3

"Inclusivity to me is about creating a space for everyone to be their authentic selves. [It's about] creating a space where folks don't feel like they have to justify who they are as part of their work life...I think it's important to just meet people where they are and you get what you get."

RICHELLE NOLAN, PARTNER, QA

"This is a really special topic to me. People are the reason why we're in the business that we're in, to create these spaces where people can have really beautiful authentic relationships with each other...Part of it is also recognizing when there are issues that are not allowing people to be their true, authentic selves...Making sure that the companies are being proactive in removing those obstacles and recognizing them."

Gap Identification: Workshop 1 Analysis

It was clear from this initial conversation that our Clients are not brand new to conversations around inclusivity, likely resulting from working and living in the Bay Area in Tech roles where these concerns are regularly addressed. However, Clients 1 and 3 spoke from the vague perspective of leadership, while it was appreciated that Client 2 spoke from her personal experience.

We decided to implement the following activities as the main content of Workshop 1: Stakeholder Mapping to question what societal norms and stereotypes have influenced our bias. The Clients were asked to *choose a leader and an individual contributor from a bank of profile photos*.

CLIENT 1: I mean, I can I can pick the obvious, or I can pick ones that I really want to play with. I'm sure I could pick the, you know, those that are more of like the stereotypical image of a leader.

FACILITATOR: *I'm curious, what is the stereotypical leader to you?*

CLIENT 1: Yeah, I mean, a stereotypical leader is a middle aged to older white guy. And then an individual contributor would be someone that probably is female, someone that looks slightly non-aggressive. That is probably the woman on the right, in the middle, with the headdress, and the other one with pink hair. I am over-stereotyping. I want to be very clear about that.

FACILITATOR: *Absolutely. It's important to identify your thinking behind it. I think that it can unlock something. Now, what are your thoughts?*

CLIENT 1: I also want to just fully say, I appreciate that this is this is meant to be challenging. Everyone's patience and openness is part of that exercise. As soon as I started looking at this in terms of a leader, I primarily defaulted to age-based, which is not necessarily indicative, right, but I definitely looked towards those that have had a few more years in the workforce. Which is funny because I'm in the tech sector, where [age of leadership] is absolutely not a given. Ultimately, this is pretty tricky. If anything, there's too much openness, the question has too little context to really know who to pick.

Stakeholder Mapping exercise worksheets
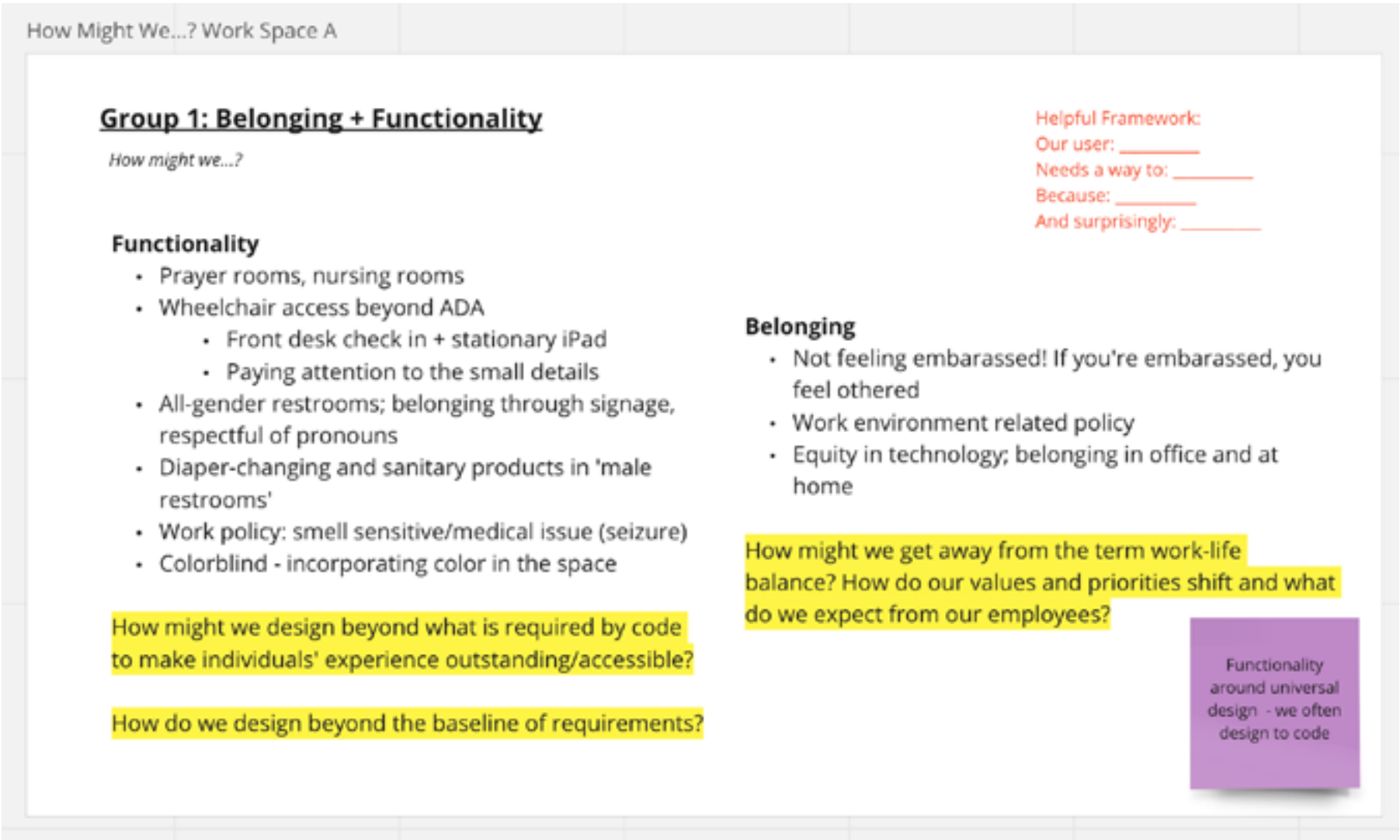
How Might We workshop exercise worksheets
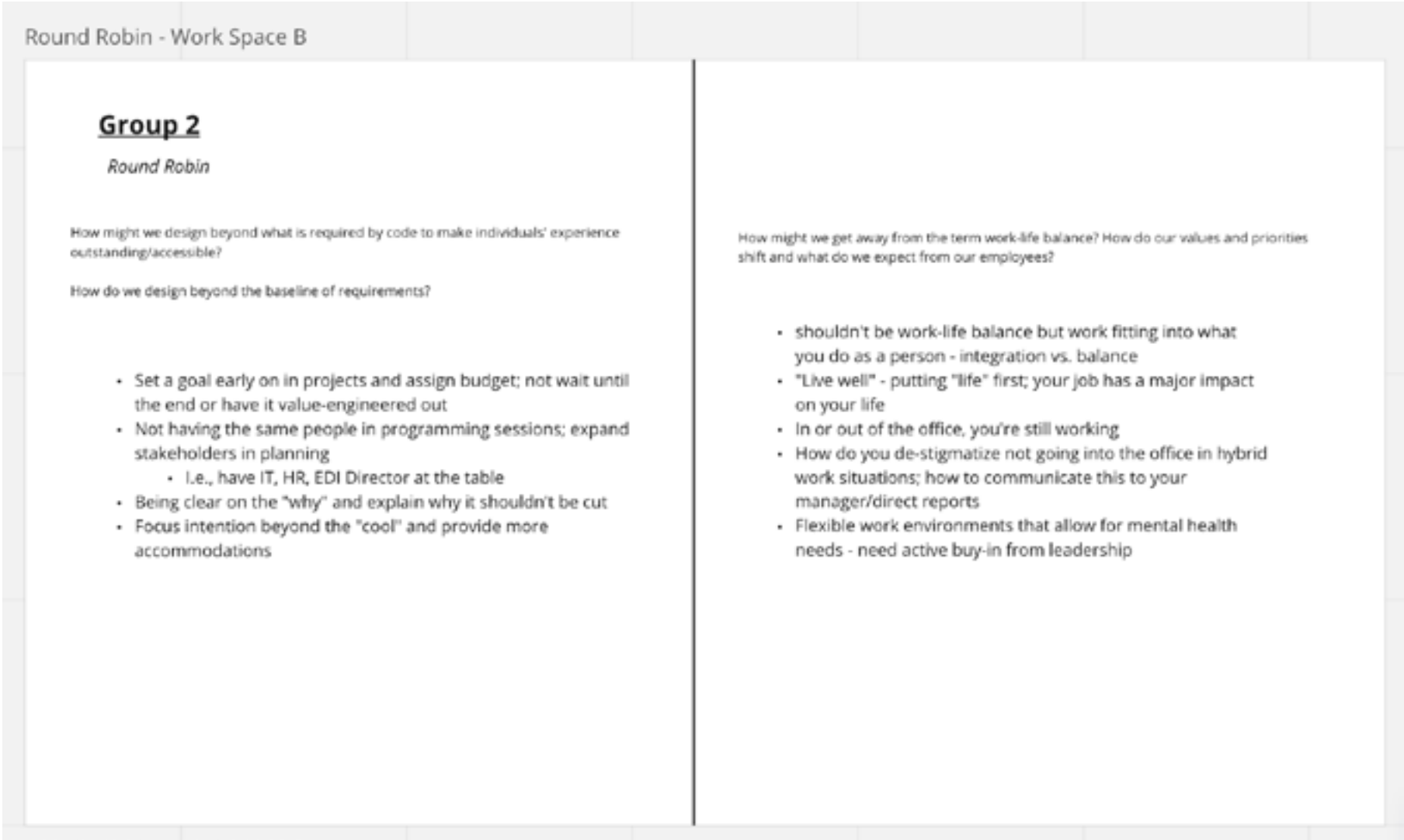
Round Robin exercise worksheets

This was followed by a two-part "How Might We" thought exercise and Round Robin in order to explore the role of physical space in our sense of personal wellness. Each breakout group developed key question prompts around two of our four hypothesized buckets: Functionality, Belonging, Equity, and Health, and then passed them to the opposite breakout group to answer and vice versa.

This exercise got the group into the mindset of space and programming. Going from the Stakeholder exercise where we challenged the Clients to be open and question first impressions and stereotypes, transitioned into a Round Robin that comprehensively explored viewpoints outside of the Clients' own experiences. We saw a blend of space type ideas and policy amendments that shaped these Clients' perceptions of what makes an inclusive office.

Ultimately, we understood that we needed to expand on our line of questioning to ensure that a wide variety of considerations related to belonging and wellness are systematically baked into the design process and each Client fully understands how their values have design impact on their spaces.

Up to the point of this research period, QA's current standards were such that any line of inclusionary questioning was left to the discretion of the individual designer that facilitated the design process, or the clients' HR or Facilities requesting certain considerations be made. We saw a need for consistency and quality assurance that led to the formation of the Designer Toolkit, to encompass these specific intentions:

- The toolkit will be intuitive, so any designer within our firm, without need for special training, could distribute Stakeholder and Individual Contributor surveys to the Client, and include the Workshop within the context of a Visioning Session, which happens on every project.

- The reasoning for Inclusive Design, as well as the data collected and analyzed, be clearly communicated to express the nuance behind each Client's individual values without shame, judgment, or any kind of "pass/fail" system.

- These tools would come at no extra cost to the client so it is accessible to every client, at every size and starting point.

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Gap Identification: Takeaways

I. Be clear on values

- Be clear on the "why"
- Get buy-in from whomever manages budget for project
- Have clear requirements for each space type

In Review
We found our original buckets, Functionality, Belonging, Equity, and Health, needed to be adjusted to meet more specific categories that would help us understand our Clients' values and commitment. We renamed our buckets to Lenses, to better reflect the filters that facilitate a holistic approach to design, for all spaces need some degree of each of these considerations.

II. Help people bring their whole selves to work

- Self-evaluation - Find out what people need through discussion, surveys
- Be conscious that some people prefer the status-quo over the changes
- Build in flexibility for the unknowns

Lenses
Security
Relativity
Identity & Belonging
Healthy Environment

III. Desire to design above and beyond code/minimum requirements

- Desire for spaces to reflect values of inclusivity
  A. Examples of spaces: Gender inclusive restrooms, feminine hygiene products in men's restroom, baby changing station in men's restroom
  B. Value to existing, future employees and guests
- Designing after the fact, when the problem presents itself, is costly
- Identify code and what beyond code looks like

IV. Provide an inclusive lens to space planning

- Identify the stakeholders that should be included
  A. ERG groups, IT, HR, EDI Director*

Research: Existing Framework Analysis

As part of our research, we looked at the most widely recognized certification programs to see what they offer in terms of well-being and belonging. LEED, WELL and Fitwel provide great guidelines for creating spaces that are healthy and support wellness.

Some things we knew already, such as LEED mainly focuses on the environment, but it has a supplemental innovation credit, Inclusive Design Pilot Credit, that addresses issues around the experiential qualities of a space. The Inclusive Design Pilot Credit gives more attention to guidelines for people with disabilities, as well as design suggestions for mental health, nursing mothers and non-gender binary individuals.

The WELL Building Standard focuses on the experience of being in a space it recently created the WELL Equity Rating to go beyond the spatial experience to include design applications that expand on well-being and add elements that align with belonging.

Fitwel is another certification program we looked at because its interpretation of wellness includes themes of well-being and belonging.

Below are some observations from the above mentioned programs that relate to design:

- Design around safety is a small percentage of the overall programs. Design matters in this area focus on lighting, visibility, safety equipment and egress.

- In regards to sustainability, the main design topics focus on access to daylight, access to nature, use of healthy materials, healthy environment (air, water), cleaning protocols, Covid-19 protocols and support for commuting.

- The experience of an individual's body and how it interacts with a space is considered thoughtfully in these certification programs. The themes of the body relative to space is composed of circulation and movement throughout, accessibility, availability of healthy foods, lighting and the senses (touch, smell, sound, sight). These design themes show the correlation between health and comfort.

- With respect to belonging, much thought is given to identity and mental health. The certification programs differ in what they include, but providing lactation rooms seem to be the design element they all have in common. Some great design considerations are gender-neutral restrooms, wellness rooms, offering public space, and supporting different cultures through food prep support.

In reviewing the certification programs, we noted that the design applications are supplemental to the programming phase and aren't necessarily the drivers. They also recommend policy factors that we aren't including to keep our focus on design.

The question we are left with is, how can we incorporate well-being, belonging, and environmental health design into the basis of a project's program?

WELL Building Standard

Is a third-party building certification program managed by the International WELL Building Institute (IWBI). It seeks to measure the impact of a building on peoples' health and well-being on top of a building's sustainability performance and impact on the environment.

It was created in 2014 by Delos Living LLC

WELL v2 has 110 features (performance metrics, design strategies, policies) that are grouped into 10 concepts: Air, Water, Nourishment, Light, Movement, Thermal Comfort, Sound, Materials, Mind, Community

The certification system has three tiers (minimum features met): Silver (50)/ Gold (60)/ Platinum (80)

Cost of the certification program consists of:
• Enrollment $2,500
• Program fee $.16 / SF (min $6,500 – max $98,000
• Onsite performance testing $6,500 min.

Recertification every 3 years

LEED

Is a third-party building certification program developed by the US Green Building Council (USGBC) in 1994. It seeks to provide a framework for implementing green building design.

LEED v4 has 110 possible credit points in the categories of Integrative Process, Location & Transportation, Sustainable Site, Materials & Resources, Energy & Atmosphere, Water } Efficiency, Indoor Environmental Quality, Regional Priority, and Innovative Design.

The certification system has four tiers (minimum points met): Certified (40-49/)Silver (50-59)/ Gold (60-79)/ Platinum (80+)

Cost of the certification program consists of (Interior Design, non-members):
• Registration $1,500
• Program fee
  $.038 / SF (min $1,900) x less than 250,000 SF
  $.035 / SF (min $9,400) x 250,000 - 499,999 SF
  $.031 / SF (min $17,625) x 500,000 - 749,999 SF
  Above 750,000 SF - individually calculated

Recertification every 3 years

Fitwel

Is a certification system developed by the US Centers for Disease Control and Prevention and the US General Services Administration and is now managed by the nonprofit Center for Active Design and Active Design Advisors, Inc. It seeks to enhance and strengthen health and well-being in buildings and communities.

The Fitwell certification for Workplace: Commercial Interior Space (CI) has a point spread across the following categories: Location, Building Access, Outdoor Spaces, Entrances and Ground Floor, Stairs, Indoor Environment, Workspaces, Shared Spaces, Water Supply, Prepared Food Areas, Vending Machines and Snack Bars, Emergency Preparedness

The certification system has three tiers (star ratings): 1 Star (90-104)/ 2 Star (105-124)/ 3 Star (125-144)

Cost of the certification program consists of (Workplace):
• Registration $500
• Program fee range based on project size

< 50,000 SF	$6,500
50,000–99,999 SF	$7,000
100,000–249,999 SF	$7,500
250,000–499,999 SF	$8,000
500,000–749,999 SF	$8,500
750,000–999,999 SF	$9,000
1,000,000–1,249,999 SF	$9,500
1,250,000–1,499,999 SF	$10,000
1,500,000–1,749,999 SF	$10,500
1,750,000–1,999,999 SF	$11,000
>2,000,000 SF	individually calculated

Recertification every 3 years

A detailed chart covering the code for each program is detailed in our appendices

Research: Lenses

Relativity Lens

Safety Lens

Identity & Belonging Lens

Sustainable Environment Lens
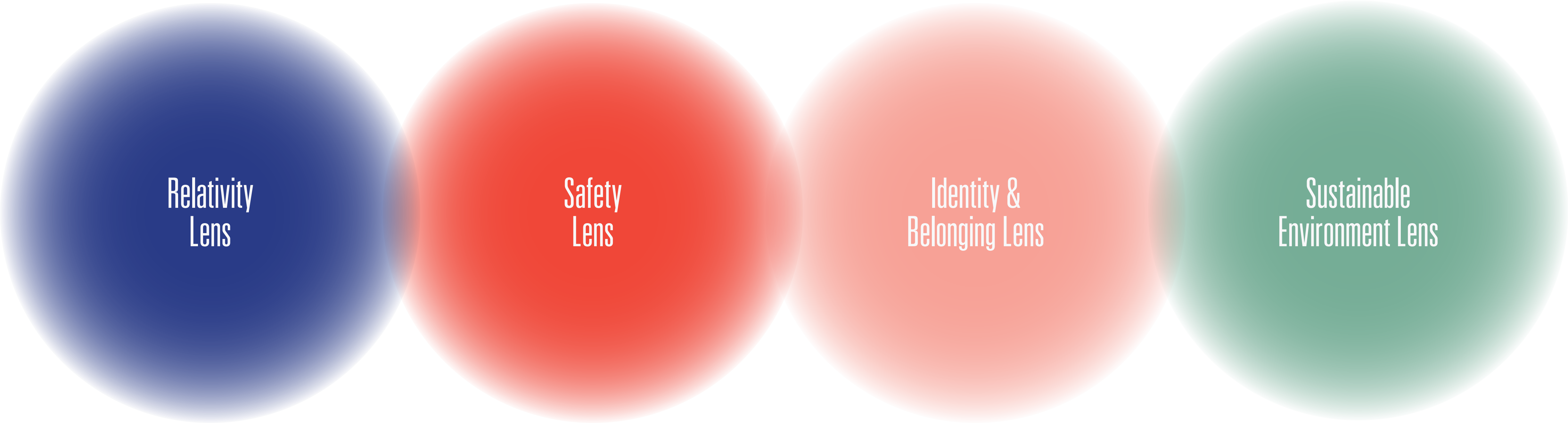
The themes represented in our lenses were derived from the analysis of existing wellness frameworks and anecdotal information directly from our Clients in Workshop 1.

Breaking the lenses down and
exploring their sub themes:

Physical

Emotional

Sexual
Identity
& Pronouns

Safety
& Security

Familial
Acceptance

Cultural

Olfactory
(Smell & Taste)

IAQ

Tactile

Mental Health
& Access
To Services

Surfaces

Generational

Auditory

Belonging

Interior
Environment
Health

Visual

Product Waste

Transportation
& Access

Body
Movement

Gender
& Religious
Support

Biophilia

Environmental
Disasters
& Changes

Access to
Nature & Exterior
Environments

The subcategories within each lens embrace topics
that are physical, mental, emotional, and policy-driven.
We found that existing frameworks tended to lean
on only one or two of these modes, but people are
complex and the nuance of how they interact leads
to the most thorough evaluation of their values.

	Themes	Descriptive Statement	Design Example
Relativity Lens	Tactile Touch	**Touch** - enhance design through different textures, help with wayfinding for visually impaired	Floor material change to mark path and corridor through space; use of different materials: natural wood, high pile carpets, woven pillows, textured acoustic wall panels at different space types
	Olfactory/Smell	**Smell** - freedom from strong/bad odors; natural smells associated with biophilia; help with wayfinding for visually impaired	Workstations not directly adjacent to kitchen; operable windows; proper ventilation programmed for each space type; use of fresh flowers at reception; having multiple microwaves for different food preparation
	Auditory/Sound	**Sound** - acoustics that fit different work modes, remove distraction through the mitigation of noise or addition of white noise, help with wayfinding for visually impaired	Different work zones for quiet work and noisier collaborative work that aren't adjacent to each other; use of acoustic panels and ceilings; use of technology to enhance or reduce noise - assistive listening devices in conference rooms, technology with transcript options, use of noise canceling headphones in open office areas; wrapping mechanical ducts; soundproof rooms for privacy;
	Visual	**Visual** - accommodations for the visually impaired; accommodations for color blindness; comfortable lighting levels; use of visual aids; use of color to enhance the space or for wayfinding	Choice of colors integral to goal of program, intentional sight lines for collaboration or privacy; different colors relate to different work spaces; lighting levels adequate for each job function; variety of visual aids for meetings and job function - white boards in conference rooms, addition of monitors at touch-down collaboration spaces; colors differentiated enough to accommodate color blindness
	Body Position & Balance	**Body Relationship** - movement throughout workplace is easy and unobstructed, workstations are comfortable and meet individual needs	Workstations are ergonomically adjusted for everyone, not just with a doctor's note; circulation exceed minimum width; office amenities are accessible to all regardless of disabilities; office is accessible; comfortable ceiling heights; office gym, gym in building or nearby; space for yoga/stretching; locating office near walking paths
Identity & Belonging Lens	Sexual Identity And Pronouns	**Identity & Pronouns** - clarity around pronouns, acceptance of gender expression, non-discrimination based on identity	Non-gendered restrooms; space for ERG groups to meet
	Familial Acceptance	See generational	
	Cultural	**Cultural** - celebration of different cultural backgrounds, accommodations for different cultural needs (diet, etc), clarity around work culture, minimum level of cultural competency	Space for ERG to gather, share conference rooms with community groups; wellness rooms that can be used as prayer rooms; multiple equipment in kitchen to prepare foods meant to be separated (ex, kosher food, vegan food)
	Belonging	**Neurodivergence** - accommodations for neurodivergence, acceptance of different learning and working styles	Workstation set up to accommodate relevant needs (acoustics, etc); workstations set up throughout office for different working modes - individual vs group; use of non-triggering patterns or colors
	Gender & Religious Support	**Religious** - accommodations for religious needs	Wellness rooms that can be used for prayer; if snacks provided, include snacks that fit individual dietary needs (halal, vegan, etc.); Flexible work hours accommodated with technology that allows for hybrid meetings and wfh
	Generational	**Generational** - accommodations for individuals of all ages, non-discrimination for young, old, or different life-stages (parenthood)	Options for desk/working styles; accommodations for ergonomics at workstation without doctor's note; assigned nursing room; wellness rooms; flexible work hours accommodated through hybrid meeting technology
	Mental Health & Access To Services	**Mental Health** - accommodations for self-care	Place for private phone calls; in-house wellness programs; space for yoga/meditation/stretching; access to walking paths; location of office near outdoor parks; use of calming colors

	Themes	Descriptive Statement	Design Example
Security Lens	Physical	**Physical Safety** - safe from physical harm	Ample space to move around in; control over who enters the workplace through secured entries/exits; harmful chemicals not kept on site, mitigated through proper storage; seismically secured buildings, clear emergency exits and paths
	Emotional	**Emotional Security** - freedom from harassment or bullying; non-discrimination due to health/illness/temporary leave/individual identity or characteristics	Equal access to amenities; equal workstation setup relative to job; proximity to management/peer support; private spaces for reflection, personal conversations
	Safety & security	**Material Security** - personal belongings are secure	Lockers or workstation storage that is lockable to secure personal belongings
Sustainable Environment Lens	IAQ	**Indoor Air Quality** - proper ventilation and air flow that supports healthy air and comfort	Operable windows; maintained hvac systems; air purifying equipment to meet regional/state/national precautions for covid-19; wfh during wildfire smoke risk and technology to accommodate wfh; properly vented equipment (printers, etc); proper chemical storage (cleaning supplies, etc); no vocs in interior materials
	Surfaces	See interior Environmental Health	
	Interior Environment Health	**Interior Environmental Health** - maintenance and cleaning of shared spaces	Cleaning supplies accessible to users to wipe down shared surfaces, workstations, etc; daily cleaning protocol to clean surfaces, remove waste and vacuum for dust and other allergens; masks made available to anyone who wants to use one; use of non-toxic cleaners; materials in furniture, workstations, building components do not include vocs or other harmful chemicals
	Product Waste	**Waste Reduction** - use of recycled materials, reduction of non-recyclable and non-compostable materials, reduction of plastic use	Clearly labeled and accessible waste streams: recycling, composting bins; use of recycled furniture and equipment as much as possible; use of reclaimed and natural building materials in design; not using one-time use cutlery, dishes for employee use
	Transportation & Access	**Transportation** - encourage public and non-car transportation for commuting	Inclusion of bike lockers, storage; available shower for employees; secured locker for personal items; office proximity to public transportation
	Access To Nature & Exterior Environments	See Biophilia	
	Biophilia	**Biophilia** - known benefit of access to nature	Views to outdoors; natural light; views of plants, trees from office; addition of plants in office, use of planters as dividers; proximity of office to a park; access to balcony, open-air terrace

Experimentation: Workshop 2

Through the Workshop 2 testing process we engaged a client, after their physical space and thoughts for special needs had been established. We recognized that when preconceived thoughts on physical space are brought to the table it is hard to backtrack to fundamental values. With this knowledge we realize the tool we've created fits best in the visioning phase of the design process.

Why visioning? This is the time when we're communicating with clients to find their wants and desires. During this time, we talk with our clients a lot and listen a lot. By guiding our clients through the workshop process we help hone their focus and uncover needs they may not have had top of mind. After the conclusion of Workshop 2 we realized that our workshop tool needed some development.

We found that in order to make the workshop effective, we needed to establish a baseline to build information from. By establishing a baseline we are better able to tailor the exercises we work through with our clients and garner better results.

Original in person worksheet
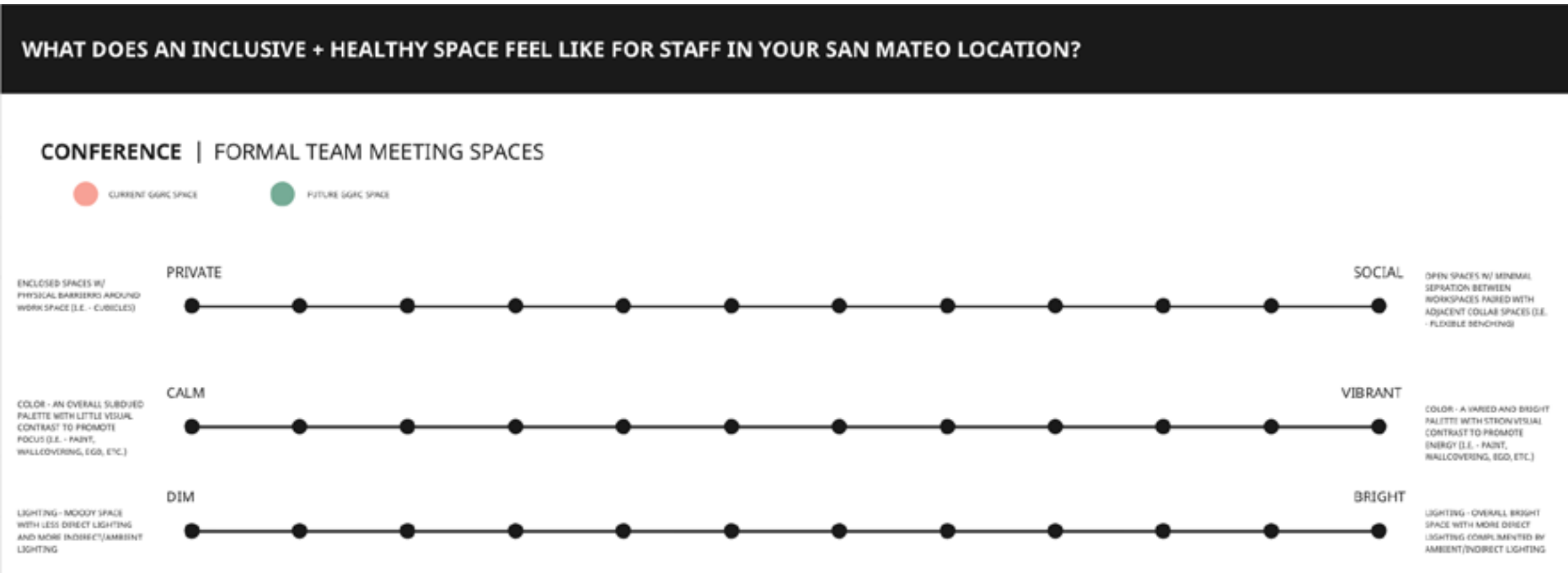
Developed in person worksheet

A: Relation to lens clarified
B: Fewer points between poles
C: Evolved graphic style
D: Refined language

Experimentation: Workshop 2 Takeaways

I. Be Open Minded

When preconceived thoughts are brought to the table it greatly hinders the results produced from the workshop exercise.

III. Survey, Then Workshop

In order to effectively gather information through the workshop process there needs to be a process of gathering information that precedes the workshop in order to set a baseline.

II. Focus

By focusing the phase in which the workshop occurs, it allows for more refined information to be gathered.

IV. Know Your Client

We need to understand the client demographic and current state before we can envision their future.

Completed Workshop 2 sheets
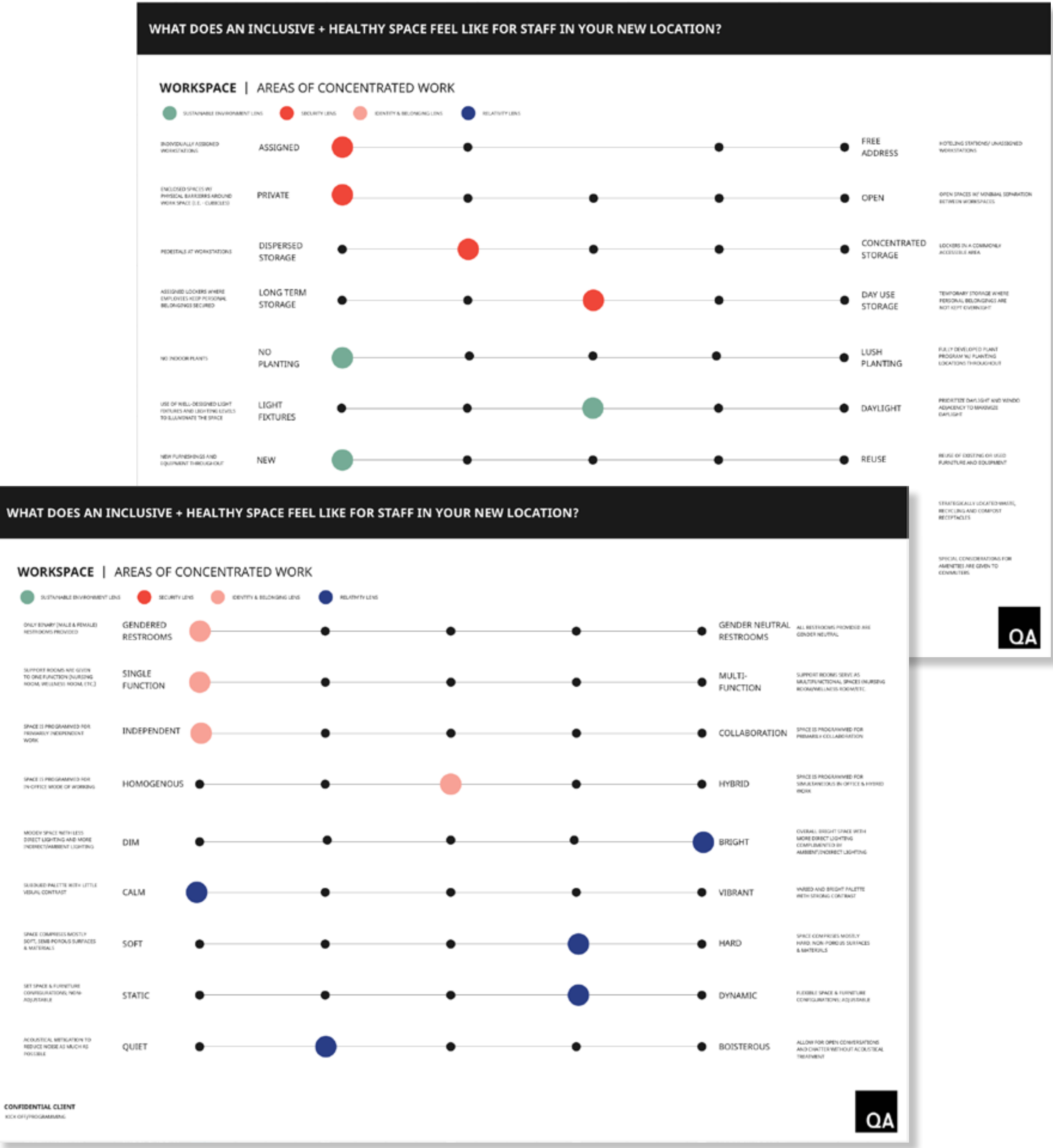
Experimentation: Creating The Aura

Creating clear and useful data visuals was integral to our ability to measure wellness.

With our line of questioning potentially changing with each client, and with each consequent space type, we tested using a polar projection style axis, where the number of spokes can vary, but the visual remains consistent.

In this example, we are using a small data set based on our Sustainable Environment lens. The score is then translated to spokes that can be rotated to equally fill our projection map.

Connecting the data points with a organic outline and layering various data sets starts to build out the concept of the aura, adding a feathered radial gradient helps the layers build to show an aggregate positioning.

31. The air quality in the office feels healthy and comfortable			●	
32. I feel protocols are in place to protect me from getting Covid-19 in the workplace		●		
33. The office provides opportunities for me to feel connected to nature		●		
34. I feel I get adequate daylight while I work in the office		●		
35. My company encourages me to use public transportation for my commute			●	
36. My office feels clean on a daily basis			●	
37. My office encourages waste reduction			●	

A: Raw Data Set

B: Data transferred to spokes
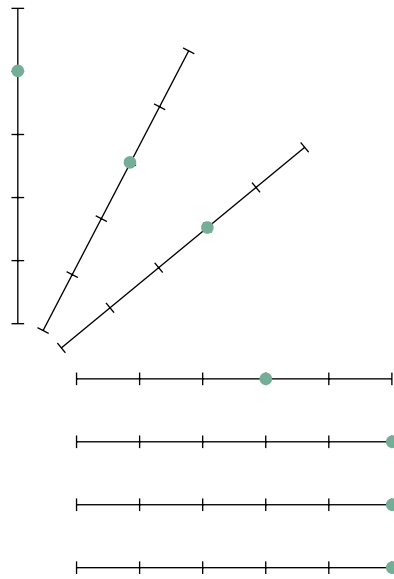
C: Spokes rotating

D: Projection formed
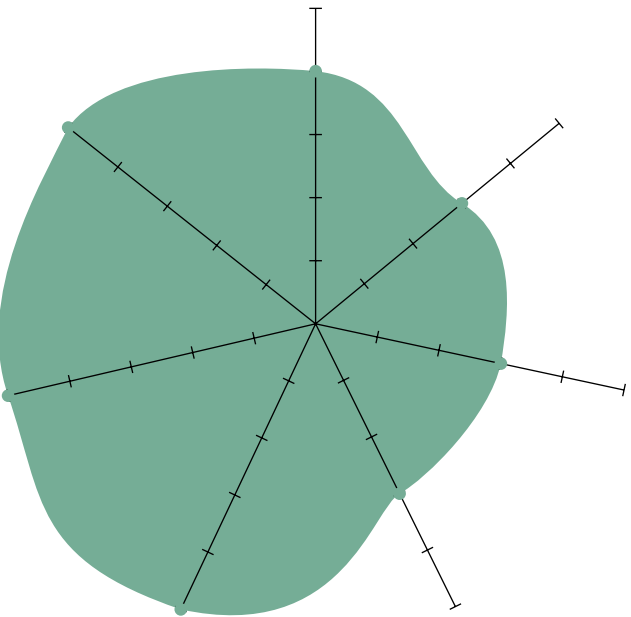
E: Points connected
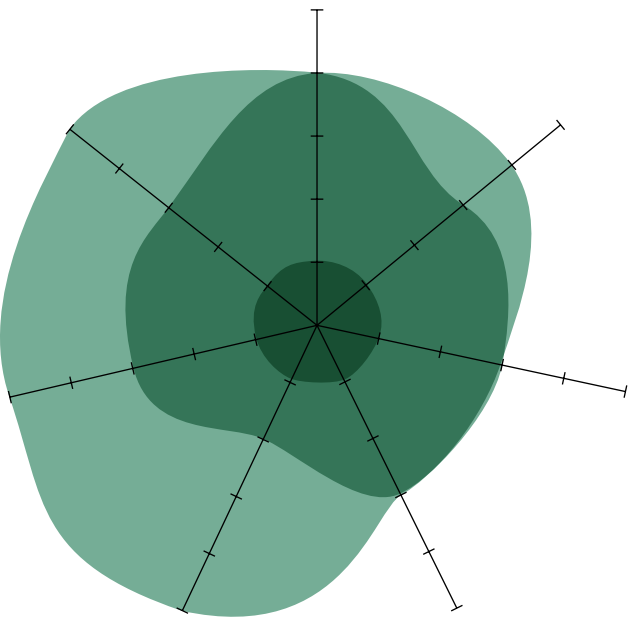
F: Multiple data sets compiled
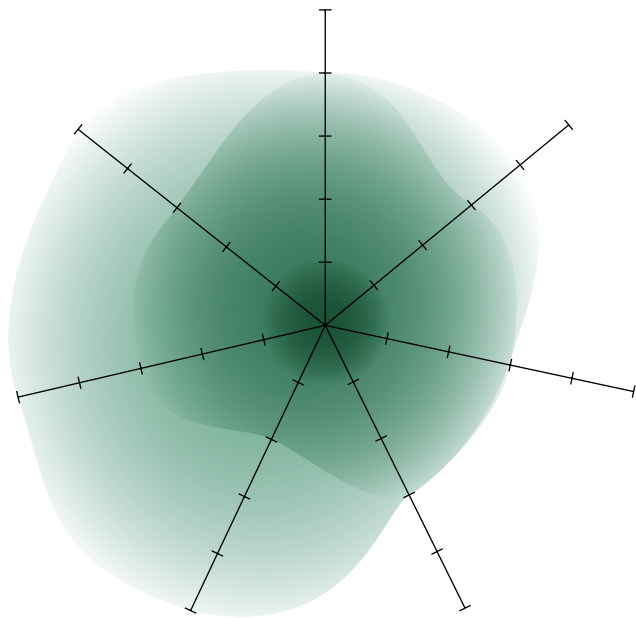
G: Gradient added

H: Aura revealed

21
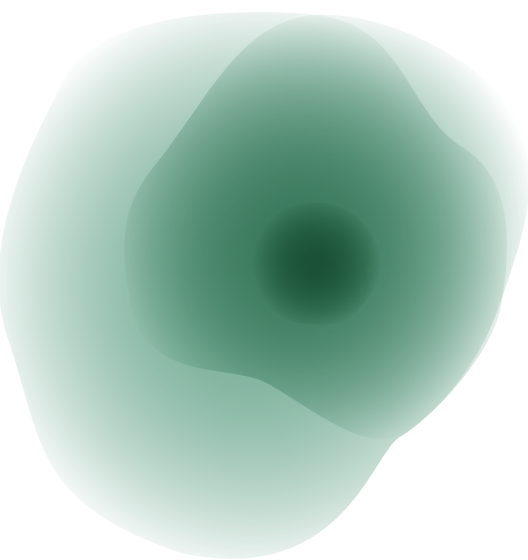
Experimentation: Using The Aura

In Use:

The aura works across multiple platforms and visualizations. Creating our aura maps for each step of the design process is a valid response and vital element to our design process.

The flexibility to represent workshop and survey data in a uniform graphic language affords us a bonus over standard pie/bar chart visuals. The circular projection and spokes design also allows us to have consistent visual output across workshops of vastly different scales - another bonus considering the gamut of clients and user bases we work with.

Taking our color value system and applying it across schematic drawings (as shown in the Design Toolkit) is beneficial to us as a design team and to our clients. Consistent graphic language allows for clearer communication and a greater understanding of our design ecosystems.

The diagram shows an aura map relating to a pre workshop survey - with three combined data sets. The data shows a uniformly positive response to the Safety (red) and Sustainability (green) Lenses, but mixed views on the Relativity (blue) and Identity & Belonging (Peach) Lenses.

Lessons Learned:

The current visualization system requires manual transfer of data. Exploring an automated output that uses code in favor of human input will allow us to be more efficient and give greater reach for our tool to be used outside of QA.
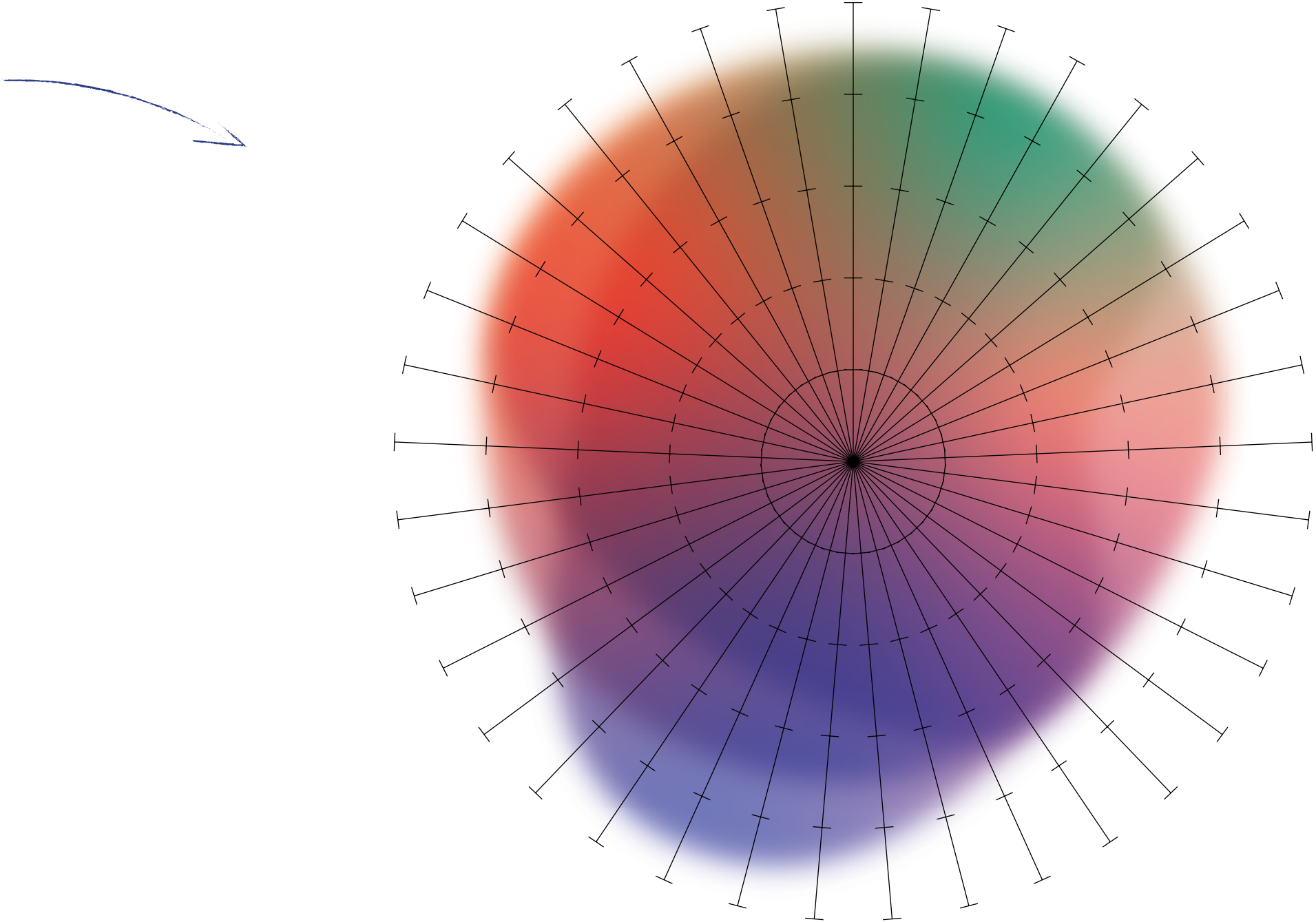
Experimentation: Expanding The Aura

With our lenses working as visuals for data collection and representation, we adapted their scope to be an intrinsic part of the planning visualization process.

Bubbling a drawing is part of our standard diagramming process to identify key areas and their uses. Using the lenses we developed, we can further define the nuanced needs of a space with reference to its users.

The more we highlight the use-cases of each area, the more intense the aura map becomes. With each iteration of the process, we see how a space grows to incorporate multiple uses; or remains as a single-use area.
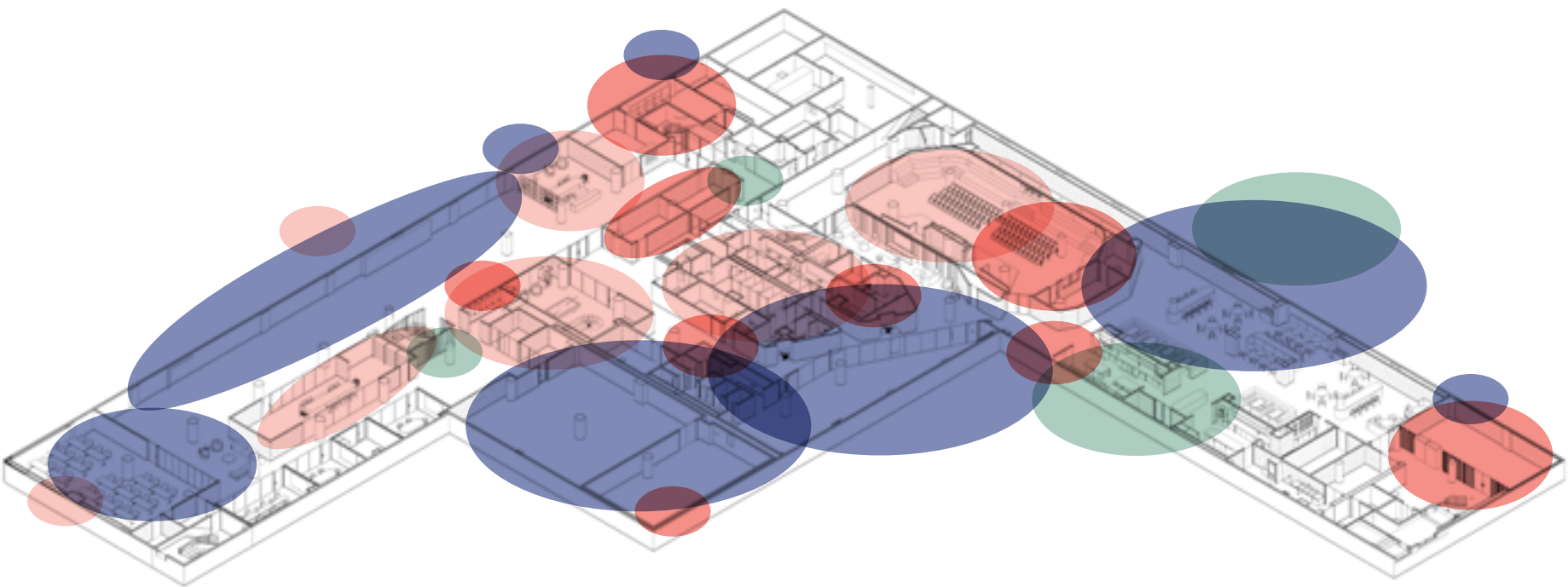
A: Basic bubble
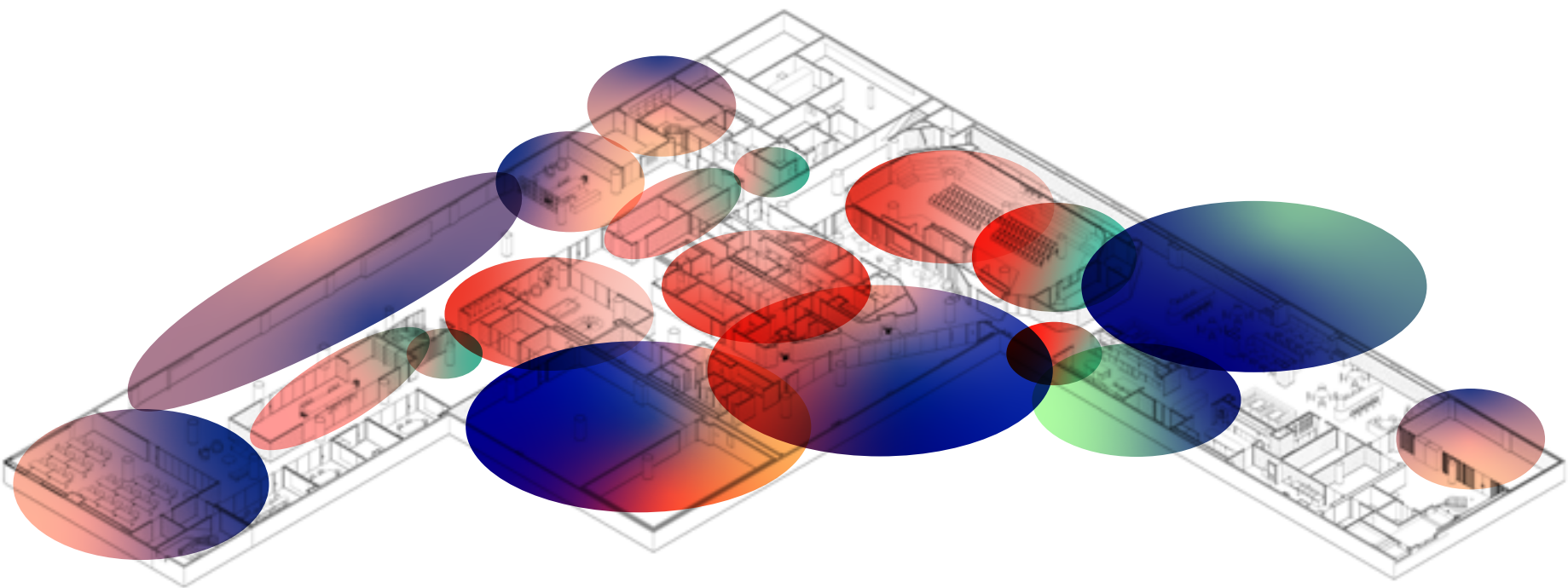
B: Adding secondary/tertiary lenses
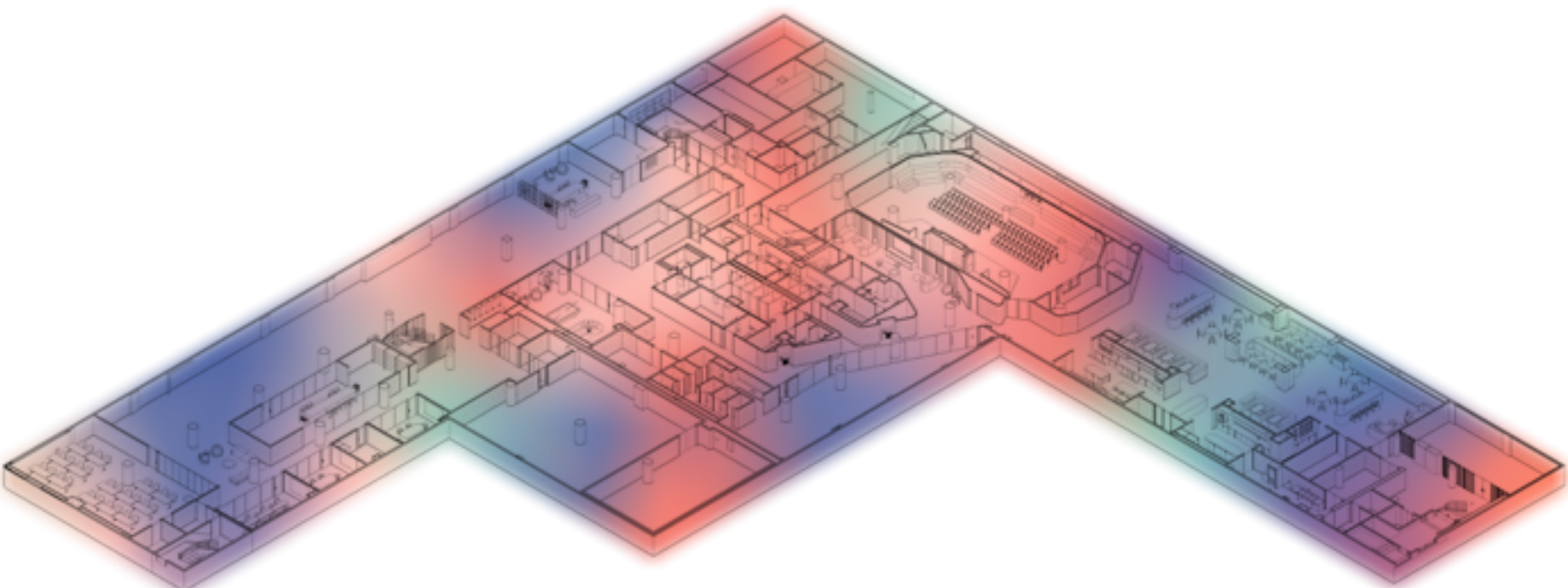
C: Blurring to reveal aura
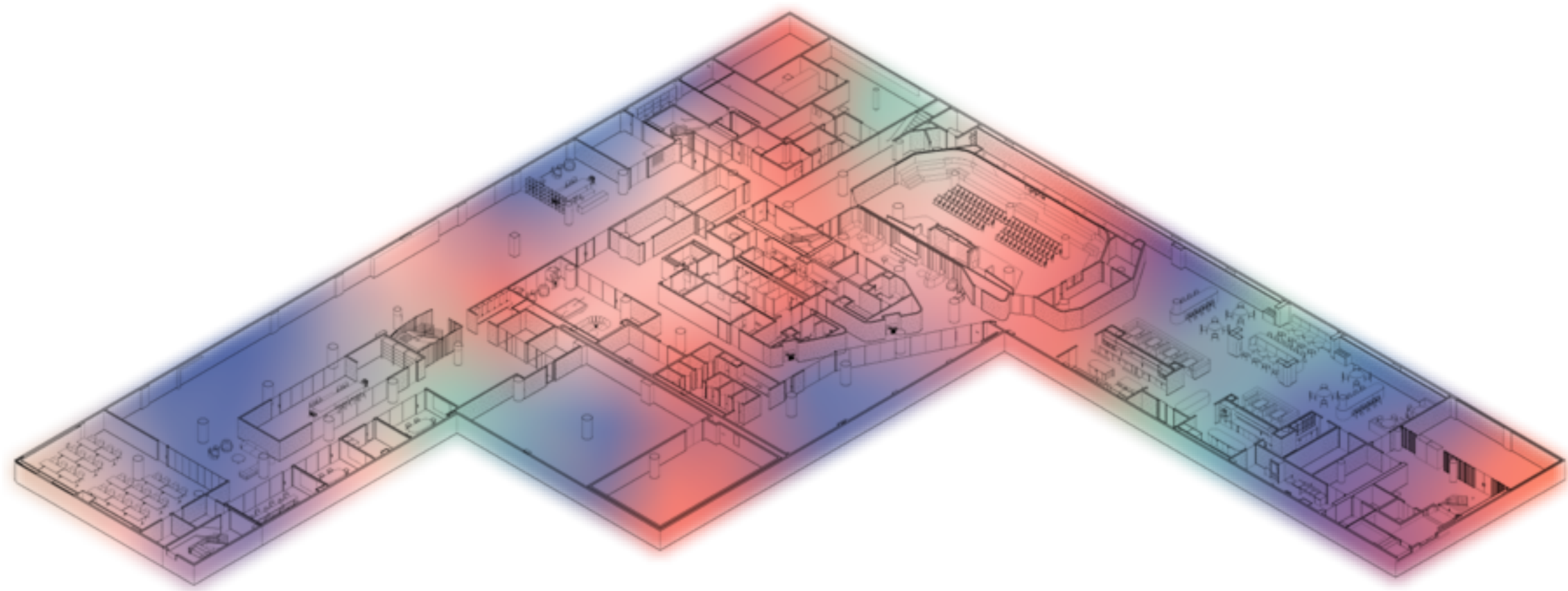
The representation of two different floors, in the same building, for the same client, shows how space planning is informed by wellness-based choices and corporate values.

The first floor has large Identity and Safety Lens considerations at entrances, with fewer Relativity Lens considerations.
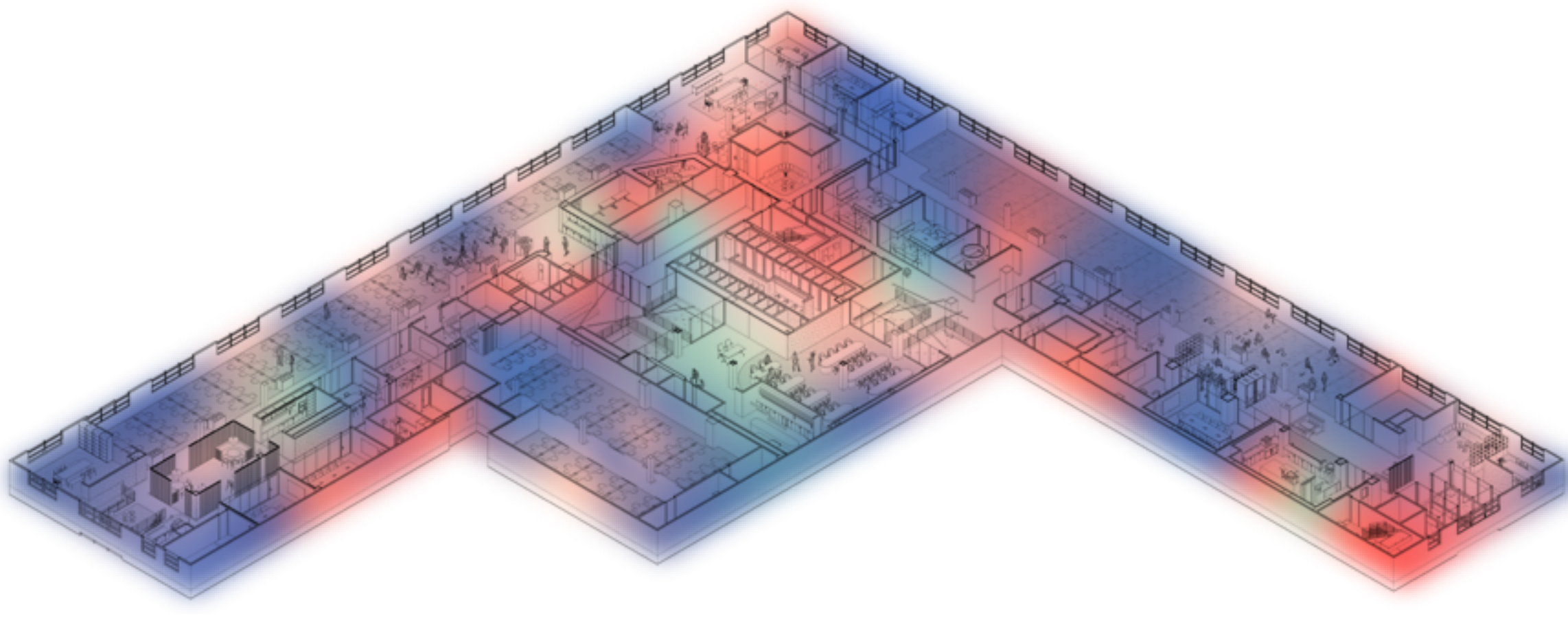
The busier third floor sees a much larger focus on Relativity and Sustainability Lenses, with Safety focused primarily at the central stairwell.
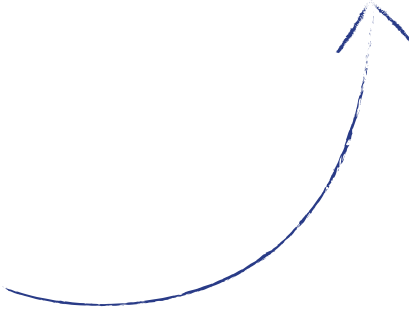
Designer Toolkit

Overview

To best equip our designers and strategists for success we developed our questioning and data representations in to a Designer Toolkit.

The toolkit assists over three main touchpoints:

I. Introducing The Concept
A presentation on the idea of measuring and designing for wellness.

II. Gathering Data
Surveys, worksheets and data visualization framework for evaluating via our lenses.

III. Presenting Findings
Deliverables document to hold all outcomes from previous stages

The Intersection Of Wellness

By embracing Wellness throughout our approach we can better understand the physical embodiment of your values and integrate them in your space.

WHY?

Research in neuroscience indicates that social needs are managed using the same neural networks as used for primary survival needs such as food and water. Belonging can literally feel like a life or death matter.

The impact of failing to create a sense of belonging with our employees not only affects how much they enjoy their work: it has a significant effect on their

Our workshop will allow us to see how your physical needs reflect your values

And will inform our design strategy going forward

Digital presentation for introducing the concept of measuring wellness and our positioning

Workplace Survey Questions - Individual Contributor

Security Lens

01. I feel safe from harassment and/or bullying when I'm at work

02. I feel clear about how my career can grow with at my company

03. I feel safe from physical harm by others when I'm at work

04. I feel safe from physical harm by my physical surroundings when I'm at work

05. My work provides a secure location for me to store my belongings while I'm at work

Relativity Lens

06. My workplace offers accommodations to navigate the office through smell

07. I feel the office provides a comfortable environment free from bad and/or strong odors

08. My workplace offers accommodations to navigate the office through touch

09. My workplace provides a variety of textures that enhance the differentiation of spaces

10. The noise in the office does not affect my ability to carry out my duties

11. I can have a private conversation in the office without fear of being overheard

12. My workplace offers accommodations to navigate the office through color

13. I feel spaces are easy to navigate visually

Identity & Belonging Lens

14. My workstation is comfortable for me to perform my duties

15. Fitting physical fitness into my day is easy

16. I do not feel discriminated against by my company or colleagues because of my cultural differences

17. I feel comfortable communicating my specific cultural needs with my workplace

18. My workplace provides me with the resources I need to support my dietary needs

19. I feel I can take time off to care for my mental health

20. I feel my workplace supports religious diversity

21. My office provides the space and accommodations I need for my religious practice

22. I feel my company supports diverse gender identities

23. My workplace provides gender neutral restrooms

24. I do not feel discriminated against because of my age

25. I do not feel discriminated against because of my family obligations

26. I feel my workplace values individuals of all ages and stages in their life

27. I feel my workplace provides new parents with the time they need

28. I understand what my individual neurotypical or neurodivergent needs are and have communicated those with my workplace

29. I feel my workplace makes accommodations for neurodivergence

30. I feel neurodivergence is respected and valued in the workplace

Sustainable Environment Lens

31. The air quality in the office feels healthy and comfortable

32. I feel protocols are in place to protect me from getting Covid-19 in the workplace

33. The office provides opportunities for me to feel connected to nature

34. I feel I get adequate daylight while I work in the office

35. My company encourages me to use public transportation for my commute

36. My office feels clean on a daily basis

37. My office encourages waste reduction

Workplace Survey Questions - Stakeholder

Security Lens

01. We provide a work environment that is safe from harassment and/or bullying

02. We provide a clear and transparent rubric for career growth in our company

03. We provide a work environment safe from physical harm by others

04. We provide a safe work environment in a seismically secure building and secure from falling objects

05. We provide solutions where Individual Contributors can safely secure their belongings while in the office

Relativity Lens

06. We provide accommodations for disabled individuals to navigate the office through texture

07. We have policies to mitigate the use of irritable and/or strong odors

08. Acoustics in the office have been designed to meet standards for each space type

09. We provide different acoustical solutions suitable to different space types

10. We provide accommodations for disabled individuals to navigate the office through visual color cues

11. We have made special accommodations for all graphics to support color-blindness

12. All workstations have equal ergonomic settings

13. We provide incentives for employees to incorporate regular physical fitness into their lives

Identity & Belonging Lens

14. We have non-discrimination policies to support cultural difference in the workplace

15. We provide safe and confidential channels for Individual Contributors to ask for accommodations due to their individual needs

16. We make cultural accommodations in the office for individuals to be able to participate fully

17. We provide PTO for individuals to use for physical and mental well-being

18. We have policies that support religions diversity in the office

19. We provide Individual Contributors with space for religious practices

20. We publicly acknowledge acceptance for different gender expressions

21. We provide gender neutral restrooms

22. We have policies for addressing ageism in the workplace

23. We have policies to support parents and employees caring for other family members

24. We provide workstation accommodations without a doctor's note

25. Our policies for new parents go above the minimum state and federal requirements

26. We provide a safe and confidential way for employees to disclose their neurodivergent needs

27. We have policies for addressing neurodivergence in the workplace

28. We provide accommodations for our neurodivergent Individual Contributors

Sustainable Environment Lens

29. We have updated our IAQ systems based on the latest recommendations

30. We provide access to nature by addition of office plants, access to outdoor green areas and/or sight lines to green spaces

31. We provide commuter benefits to encourage Individual Contributers to use alternative methods to commute to work

32. We provide a clean office through daily cleaning protocols

33. We encourage waste reduction in the office through space and protocols

Data Visualization Components
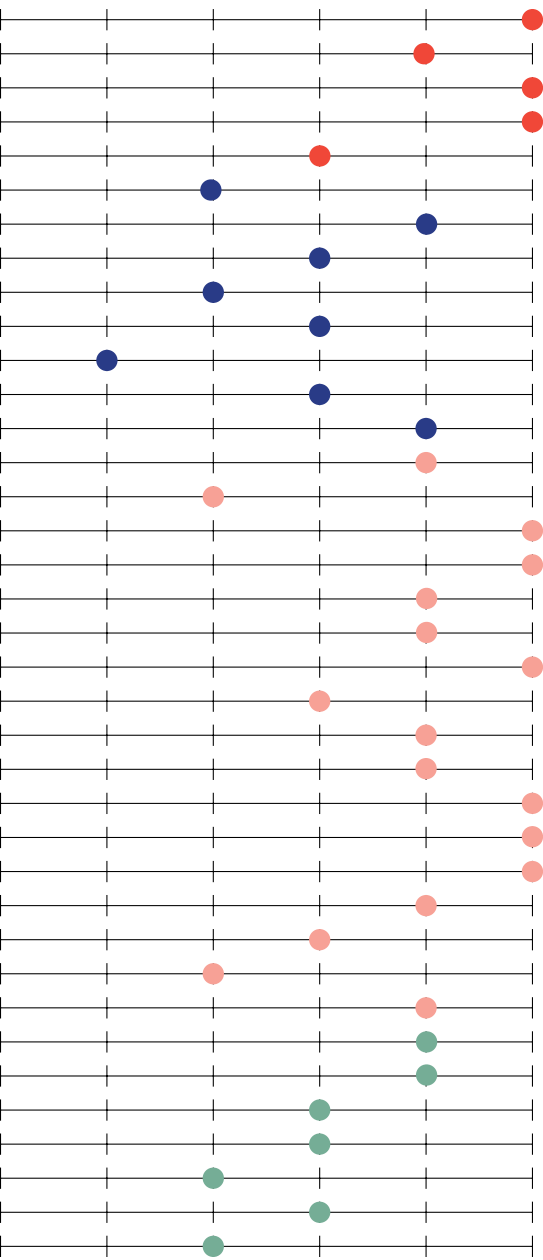
Survey Results - Text
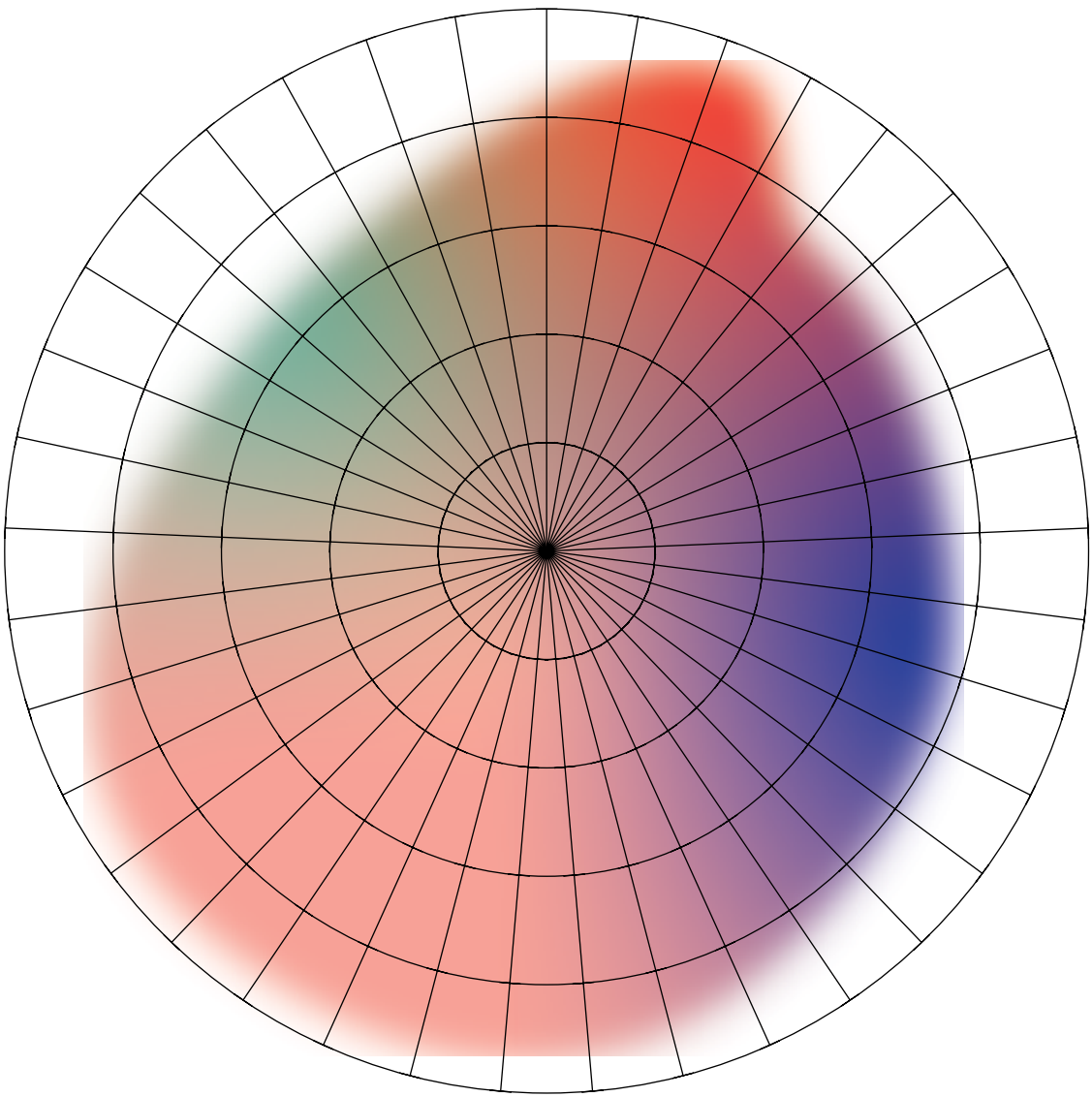
Survey Results - Graphic
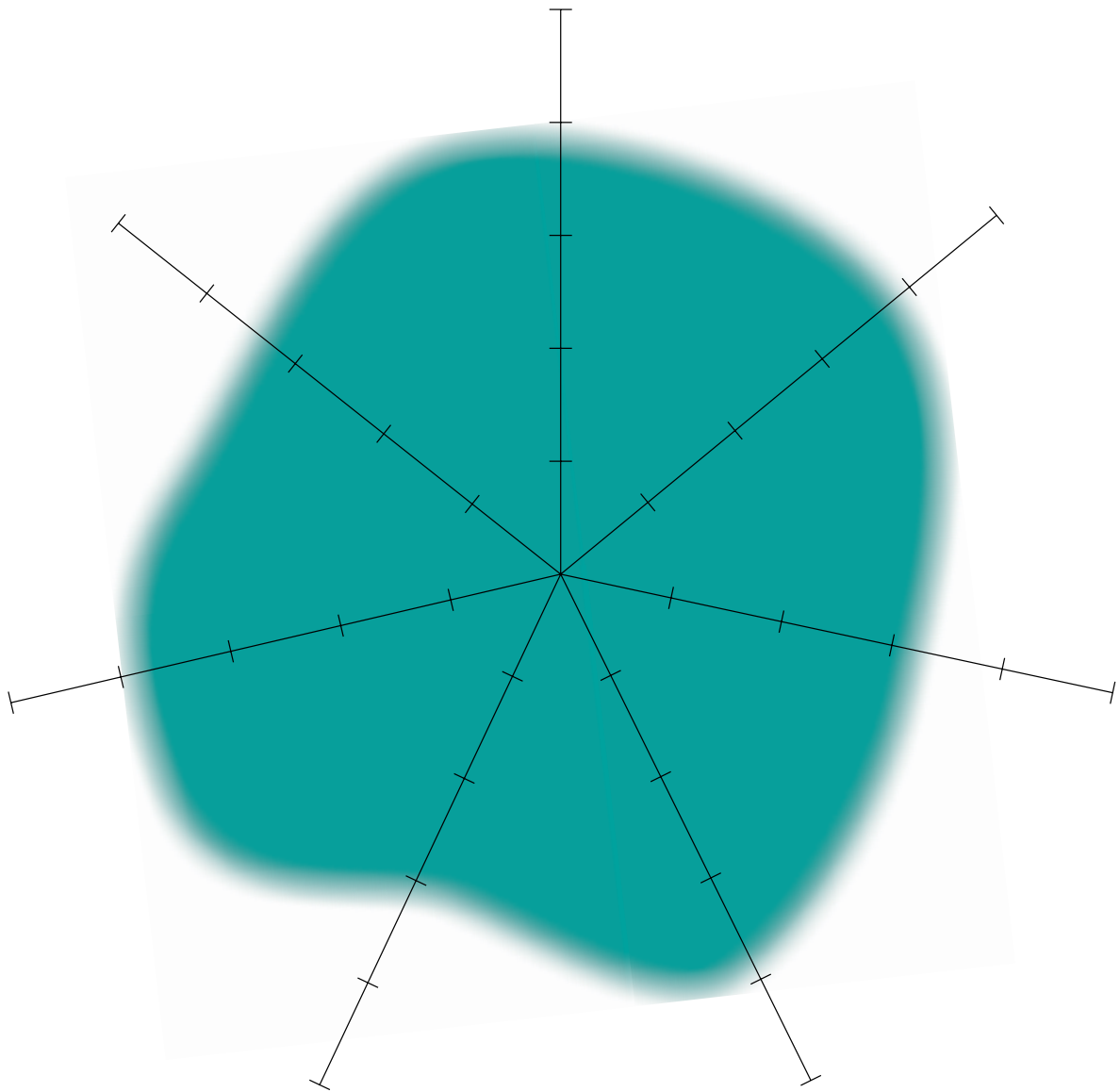
Space Type Lens
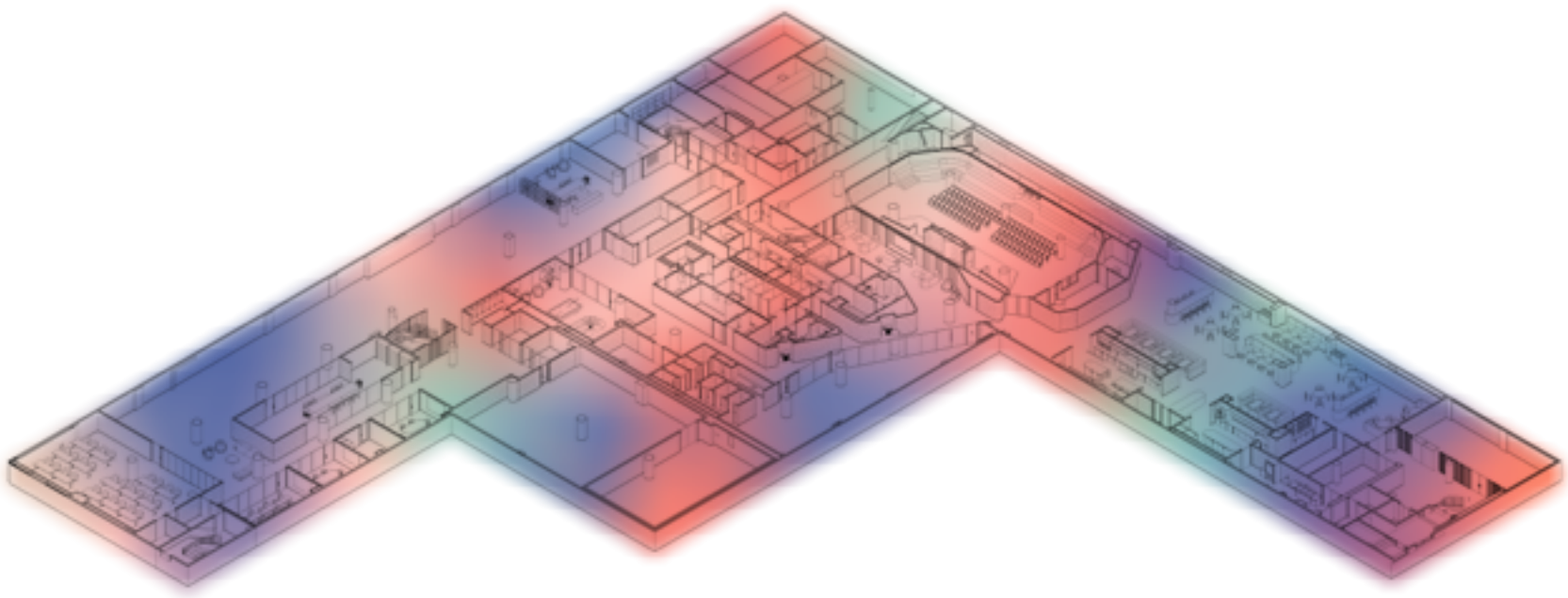
Axon With Aura Overlay

Deliverables Template

Page 1 of 2

Client Name | Survey Results

Space Type Description	Survey Results - Text	Survey Results - Graphic

Client Name | Workshop Results

Space Type 1 | **Workshop Results**

| Lens 1 | Lens 2 | Lens 3 | Lens 4 | Text Analysis of Space type and suggested Adjacency - Primary & Secondary |

Space Type 2 | **Workshop Results**

| Lens 1 | Lens 2 | Lens 3 | Lens 4 | Text Analysis of Space type and suggested Adjacency - Primary & Secondary |

Space Type 3 | **Workshop Results**

| Lens 1 | Lens 2 | Lens 3 | Lens 4 | Text Analysis of Space type and suggested Adjacency - Primary & Secondary |

Space Type 4 | **Workshop Results**

| Lens 1 | Lens 2 | Lens 3 | Lens 4 | Text Analysis of Space type and suggested Adjacency - Primary & Secondary |

Space Type 5 | **Workshop Results**

| Lens 1 | Lens 2 | Lens 3 | Lens 4 | Text Analysis of Space type and suggested Adjacency - Primary & Secondary |

Space Type 6 | **Workshop Results**

| Lens 1 | Lens 2 | Lens 3 | Lens 4 | Text Analysis of Space type and suggested Adjacency - Primary & Secondary |

Space Type 7 | **Workshop Results**

| Lens 1 | Lens 2 | Lens 3 | Lens 4 | Text Analysis of Space type and suggested Adjacency - Primary & Secondary |

Space Type 8 | **Workshop Results**

| Lens 1 | Lens 2 | Lens 3 | Lens 4 | Text Analysis of Space type and suggested Adjacency - Primary & Secondary |

Page 2 of 2

Client Name | Survey Results

Survey Results - Text	Table With Key Space Features - I.E. Wall, Floor, Ceiling, Lighting, Acoustics, Biophilia, Etc.	Survey Results - Text	Table With Key Space Features - I.E. Wall, Floor, Ceiling, Lighting, Acoustics, Biophilia, Etc.	Survey Results - Text	Table With Key Space Features - I.E. Wall, Floor, Ceiling, Lighting, Acoustics, Biophilia, Etc.
Survey Results - Text	Table With Key Space Features - I.E. Wall, Floor, Ceiling, Lighting, Acoustics, Biophilia, Etc.	Survey Results - Text	Table With Key Space Features - I.E. Wall, Floor, Ceiling, Lighting, Acoustics, Biophilia, Etc.	Survey Results - Text	Table With Key Space Features - I.E. Wall, Floor, Ceiling, Lighting, Acoustics, Biophilia, Etc.
Survey Results - Text	Table With Key Space Features - I.E. Wall, Floor, Ceiling, Lighting, Acoustics, Biophilia, Etc.	Survey Results - Text	Table With Key Space Features - I.E. Wall, Floor, Ceiling, Lighting, Acoustics, Biophilia, Etc.	Survey Results - Text	Table With Key Space Features - I.E. Wall, Floor, Ceiling, Lighting, Acoustics, Biophilia, Etc.

Test Fit & Personalized Aura

Axon Of Overall Space W/Full Aura Layered In

Final Results

Outcomes & Visuals

After using data collected via workshops
and employee/stakeholder surveys to create
individual lens-related projections and aura maps
representative of both space-needs and values,
we are able to incorporate all assets into a custom
master document.

The report framework allows data to be easily
viewed, with a clear impact of how their
decisions inform design.

What's Next?

The journey of the creation of the Designer Toolkit was an intensive undertaking that we believe will bring immense value to how we interact with our clients and represent their unique values in their physical space. We are proud of the resulting template, but we also know this work is not fully complete.

With the nature of our firm size and the pace of project workflow, we had just one opportunity to implement our experiment in a real-world client situation during this OneDer Grant period. Ideally, we could have carried out the baseline surveys, Visioning workshop, and value analysis 4-5 times with iterations throughout. However, this made us more conscientious of the longevity and adaptability of the questioning for many different client and project types, in the hopes that we will be prepared when an opportunity arises.

One of our primary objectives when projecting the final outcome of this toolkit lies in the ease of its use for any designer that uses it, without the need for special training. This will require developing an automated system for data analysis and delivery. Could the entire process live within a microsite? Could surveys auto-generate auras? How can clients interact with the Designer Toolkit independent of a Visioning session? Better yet, would this information be useful to impact policy-making long after our design strategy has been implemented in their space? We are committed to continuing down this path through future investment and intention.

At the end of the day, it all comes down to recognizing that every client we have is going to devote their resources differently. Our hope is that, as inclusive designers, we can align those resources to the values that they hold at the brand level, and more importantly, the human level.

Thank You & Acknowledgments

Crafting this OneDer grant has been an enlightening process and allowed us to question business as usual while crafting a new meaning of belonging and well-being in the built environment. Throughout this process and time, we've been able to interact with and learn from various professionals in the industry as well as trusted clients. We'd like to thank those that we've engaged with during the process and acknowledge the clients, our coaches, and the breath of opinions and knowledge they've brought to our process and final deliverable.

While client information needs to remain confidential we would like to directly acknowledge our coaches – Kate Rancourt and Albert Ho, who from day one have understood our mission and used their resources and connections to help us build a well rounded tool that will hopefully provide tangible impact to our clients and the design industry. We'd also like to acknowledge Bonilee Perry and the OneWorkplace team.

From the QA Team: Julia Campbell, Sam Aguilar, Roderick Allen, Kate Albee & Ben Kither

Thank You
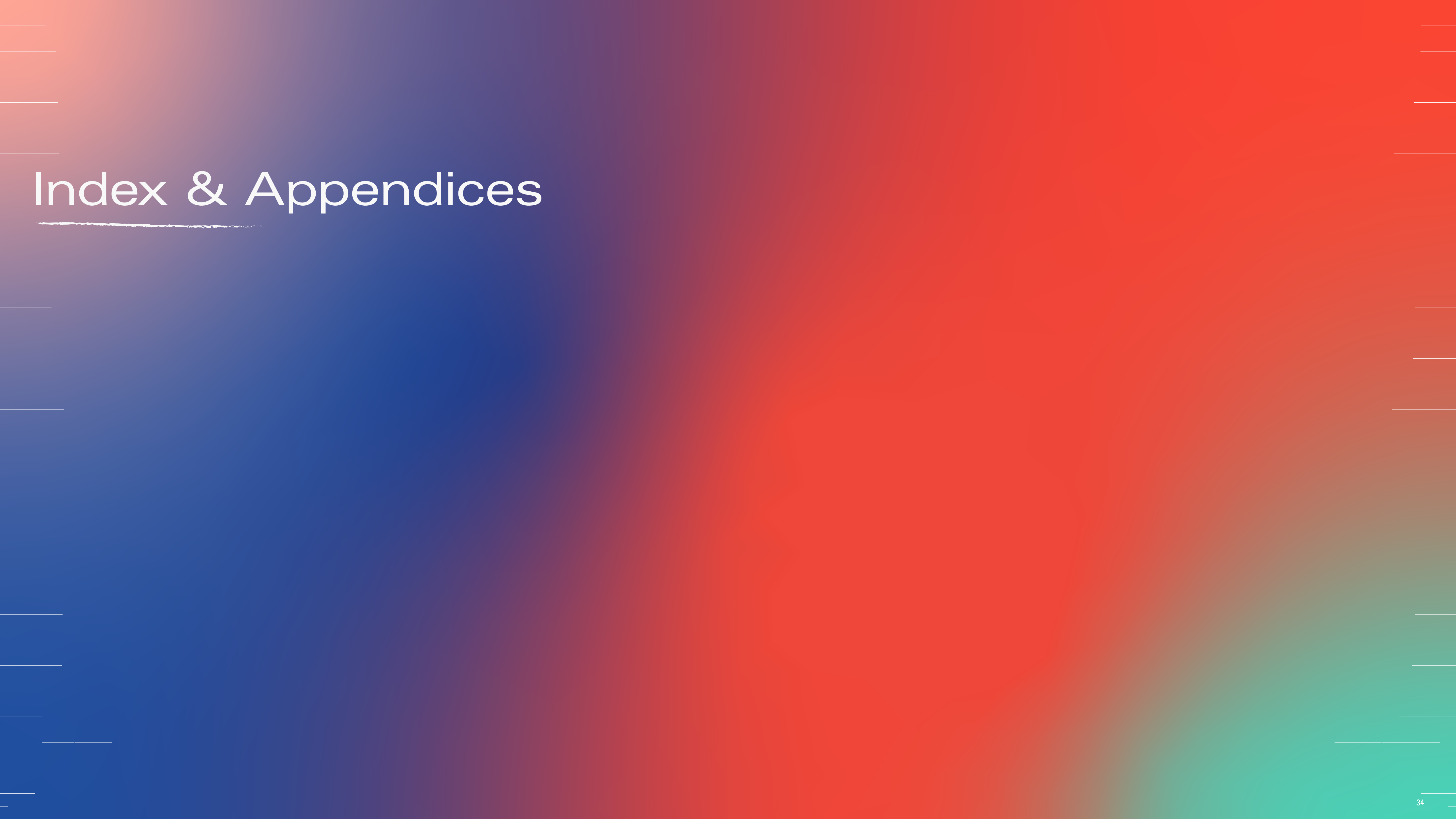
Index & Appendices

Acronym | Definition

Acronym	Definition
EDI	Equity, Diversity & Inclusion
ERG	Employee Resource Group
IAQ	Indoor Air Quality
LEED	Leadership in Energy and Environmental Design
SF	Square Feet

References & Resource Links

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Existing Framework Analysis: Sustainability

LEED V4.1 - Interior Design + Construction: Commercial Interiors		LEED - Inclusive Design Pilot Credit		Well V2		Well Equity Rating		Fitwell	
Credit Category	Credit Name	Thematic Area	Description	Credit Category	Credit Name	Credit Category	Credit Name	Credit Category	Credit Name
LOCATION & TRANSPORTATION	LT CREDIT: SURROUNDING DENSITY & DIVERSE USES	INCLUSIVE SPACES	Public spaces and services, such as exterior green space, public education areas, publicly-available event space, indoor weather shelters, and locally-designated emergency-related outreach/ points of distribution	AIR	A02 SMOKE-FREE ENVIRONMENT - PREREQUISITE	SUPPORTIVE PROGRAMS AND SPACES (ES)	ES4 SELECT PREFERRED CLEANING PRODUCTS	BUILDING ACCESS	2.1 PEDESTRIAN ROUTE TO TRANSIT
	LT CREDIT: ACCESS TO QUALITY TRANSIT				A03 VENTILATION DESIGN - PREREQUISITE				2.3 BICYCLE PARKING
	LT CREDIT: BICYCLE FACILITIES				A05 ENHANCED AIR QUALITY				2.5 INCENTIVIZING TRANSIT
MATERIALS & RESOURCES	MR PREREQUISITE: STORAGE AND COLLECTION OF RECYCLABLES				A06 ENHANCED VENTILATION DESIGN				2.6 EFFICIENCY PARKING
	MR CREDIT: BUILDING PRODUCT DISCLOSURE AND OPTIMIZATION - MATERIAL INGREDIENTS				A07 OPERABLE WINDOWS			OUTDOOR SPACES	3.1 OUTDOOR SPACE AMENITIES
INDOOR ENVIRONMENTAL QUALITY	EQ PREREQUISITE: MINIMUM INDOOR AIR QUALITY PERFORMANCE				A09 POLLUTION INFILTRATION MANAGEMENT				3.2 WALKING TRAIL
	EQ PREREQUISITE: ENVIRONMENTAL TOBACCO SMOKE CONTROL				A10 COMBUSTION MINIMIZATION				3.4 RESTORATIVE GARDEN
	EQ CREDIT: ENHANCED INDOOR AIR QUALITY STRATEGIES				A11 SOURCE SEPARATION				3.6 FRUIT OR VEGETABLE GARDEN
	EQ CREDIT: LOW-EMITTING MATERIALS				A12 AIR FILTRATION				3.8 TOBACCO AND SMOKE-FREE OUTDOOR SPACES
	EQ CREDIT: INTERIOR LIGHTING				A13 ENHANCED SUPPLY AIR			ENTRANCES AND GROUND FLOOR	4.1 TOBACCO AND SMOKE-FREE SIGNAGE
	EQ CREDIT: DAYLIGHT				A14 MICROBE AND MOLD CONTROL				6.1 TOBACCO AND SMOKE-FREE ENVIRONMENT
	EQ CREDIT: QUALITY VIEWS			WATER	W01 WATER QUALITY INDICATORS - PREREQUISITE			INDOOR ENVIRONMENTS	6.2 ASBESTOS-SAFE PROPERTY
	EQ CREDIT: ACOUSTIC PERFORMANCE				W04 ENHANCED WATER QUALITY				6.6 GREEN PURCHASING POLICY
INNOVATION CREDIT OPTIONS:	INpc136 SAFETY FIRST: RE-ENTER YOUR WORKSPACE			LIGHT	L05 DAYLIGHT DESIGN STRATEGIES				6.7 CHEMICAL STORAGE VENTILATION
	INpc155 SAFETY FIRST: DESIGN FOR INDOOR AIR QUALITY AND INFECTION CONTROL				L06 DAYLIGHT SIMULATION			WORKSPACES	7.1 NATURAL DAYLIGHT
	INpc137 SAFETY FIRST: CLEANING AND DISINFECTING YOUR SPACE			MOVEMENT	V04 FACILITIES FOR ACTIVE OCCUPANTS				7.2 VIEWS OF NATURE
	EQpc116 DAYLIGHT IN NON REGULARLY OCCUPIED SPACES			THERMAL COMFORT	T08 ENHANCED OPERABLE WINDOWS			SHARED SPACES	8.1 BATHROOM CLEANING PROTOCOL
					T09 OUTDOOR THERMAL COMFORT				8.2 HAND-WASHING SIGNAGE
				MATERIALS	X01 MATERIAL RESTRICTIONS - PREREQUISITE				8.4 BREAK AREAS CLEANING PROTOCOL
					X02 INTERIOR HAZARDOUS MATERIALS MANAGEMENT - PREREQUISITE			WATER SUPPLY	9.2 WATER BOTTLE REFILLING STATION
					X05 ENHANCED MATERIAL RESTRICTIONS				
					X06 VOC RESTRICTIONS				
					X07 MATERIALS TRANSPARENCY				
					X08 MATERIALS OPTIMIZATION				
					X09 WASTE MANAGEMENT				
					X10 PEST MANAGEMENT AND PESTICIDE USE				
					X11 CLEANING PRODUCTS AND PROTOCOLS				
					X12 CONTACT REDUCTION				
				MIND	M02 NATURE AND PLACE - PREREQUISITE				
					M09 ENHANCED ACCESS TO NATURE				

Existing Framework Analysis: Identity & Belonging

LEED V4.1 - Interior Design + Construction: Commercial Interiors		LEED - Inclusive Design Pilot Credit		Well V2		Well Equity Rating		Fitwell	
Credit Category	Credit Name	Thematic Area	Description	Credit Category	Credit Name	Credit Category	Credit Name	Credit Category	Credit Name
INNOVATION CREDIT	WEpc147 ALL-GENDER RESTROOMS	PHYSICAL ACCESS	Install drinking fountains, assistance animal areas, and bike racks that are easily accessed from all sides	Water	W08 HYGIENE SUPPORT	SUPPORTIVE PROGRAMS AND SPACES (ES)	ES1 OFFER LACTATION SUPPORT	ENTRANCES AND GROUND FLOOR	4.5 PUBLICLY ACCESSIBLE USE
	IPpc80 SOCIAL EQUITY WITHIN THE COMMUNITY	EMOTIONAL HEALTH	Include strategies to support mental and emotional health, such as the incorporation of nature, art, daylight, biophilic elements and strategies, and connectivity to outdoor space.	NOURISHMENT	N01 FRUITS AND VEGETABLES - PREREQUISITE		ES2 PROVIDE RESTORATIVE SPACE		4.6 ACTIVATE PEDESTRIAN AREAS
	INpc INCLUSIVE DESIGN		Lactation room(s)		N02 NUTRITIONAL TRANSPARENCY - PREREQUISITE		ES6 PROMOTE FOOD QUALITY		8.3 COMMON BREAK AREAS
			Quiet, wellness, or meditation room(s)		N03 REFINED INGREDIENTS		ES7 ACCOMMODATE FOOD SENSITIVITIES	SHARED SPACES	8.6 LACTATION ROOMS AND STATIONS
		INCLUSIVE SPACES	All-gender and/or family restrooms		N04 FOOD ADVERTISING	COMMUNITY ENGAGEMENT (EC)	EC2 PROVIDE COMMUNITY SPACE		8.7 MULTI-PURPOSE ROOM
			Spaces that encourage frequent, casual social interaction to reduce probability of social isolation		N05 ARTIFICIAL INGREDIENTS		ED3 PROMOTE NATURE, PLACE AND CULTURE		
					N06 PORTION SIZES				
					N07 NUTRITION EDUCATION				
					N09 SPECIAL DIETS				
					N10 FOOD PREPARATION				
					N11 RESPONSIBLE FOOD SOURCING				
					N12 FOOD PRODUCTION				
					N13 LOCAL FOOD ENVIRONMENT				
					N14 RED AND PROCESSED MEATS				
				LIGHT	L09 OCCUPANT LIGHTING CONTROL				
				MOVEMENT	V02 ERGONOMIC WORKSTATION DESIGN - PREREQUISITE				
				MIND	M01 MENTAL HEALTH PROMOTION - PREREQUISITE				
					M06 RESTORATIVE OPPORTUNITIES				
					M07 RESTORATIVE SPACES				
					M08 RESTORATIVE PROGRAMMING				
				COMMUNITY	C09 NEW MOTHER SUPPORT				
					C11 CIVIC ENGAGEMENT				
					C13 ACCESSIBILITY AND UNIVERSAL DESIGN				
				MIND	M02 NATURE AND PLACE - PREREQUISITE				
					M09 ENHANCED ACCESS TO NATURE				

Existing Framework Analysis: Security

LEED V4.1 - Interior Design + Construction: Commercial Interiors		LEED - Inclusive Design Pilot Credit		Well V2		Well Equity Rating		Fitwell	
Credit Category	Credit Name	Thematic Area	Description	Credit Category	Credit Name	Credit Category	Credit Name	Credit Category	Credit Name
		PHYSICAL ACCESS	Design the site with open sight lines to and from entries and public access points	COMMUNITY	C14 EMERGENCY RESOURCES			OUTDOOR SPACES	3.7 PATHWAY AND PARKING AREA LIGHTING
					C15 EMERGENCY RESILIENCE AND RECOVERY			ENTRANCES AND GROUND FLOOR	4.4 SAFE ENTRY AND EXIT LIGHTING
									4.8 ENTRYWAY SYSTEMS
								STAIRS	5.6 STAIR SAFETY
									12.1 EMERGENCY PREPAREDNESS PLAN
	(AED)							EMERGENCY PREPAREDNESS	12.2 AUTOMATED EXTERNAL DEFIBRILLATOR (AED)
									12.3 CERTIFIED FIRST RESPONDERS
									12.4 EMERGENCY ADDRESS NOTIFICATION

Existing Framework Analysis: Relativity

LEED V4.1 - Interior Design + Construction: Commercial Interiors		LEED - Inclusive Design Pilot Credit		Well V2		Well Equity Rating		Fitwell	
Credit Category	Credit Name	Thematic Area	Description	Credit Category	Credit Name	Credit Category	Credit Name	Credit Category	Credit Name
		PHYSICAL ACCESS	Install 36-inch (0.91 meters) wide doors, at minimum, in all occupied spaces	WATER	W02 DRINKING WATER QUALITY - PREREQUISITE	INCLUSIVE DESIGN (ED)	ED1 INTEGRATE ACCESSIBLE AND UNIVERSAL DESIGN	BUILDING ACCESS	2.4 ACTIVE COMMUTER SHOWERS
			Provide circulation paths that are 20% wider than required, at minimum		W06 DRINKING WATER PROMOTION		ED4 ENHANCE LIGHTING ENVIRONMENT	OUTDOOR SPACES	3.3 OUTDOOR FITNESS AREA
			Increase clear floor space at appliances and fixtures to 30 by 52 inches (0.76 by 1.32 meters), at minimum	NOURISHMENT	N08 MINDFUL EATING		ED5 PROVIDE ERGONOMIC WORKSTATION DESIGN AND CONTROL	STAIRS	5.1 STAIR ACCESS
			Increase the size of turning space to 72 inches (1.83 meters) in diameter, at minimum	LIGHT	L01 LIGHT EXPOSURE - PREREQUISITE		ED6 PROVIDE ENHANCED ERGONOMICS		5.2 STAIR LOCATION
			Recess or protect with physical barriers (niches, rails, etc.) drinking fountains, vending machines, and wall-mounted elements such as fire extinguishers, lighting, and similar that protrude more than four inches from a wall		L02 VISUAL LIGHTING DESIGN - PREREQUISITE		ED7 IMPLEMENT ACOUSTIC WORK ZONE CONTROL		5.3 STAIR DESIGN
			Ensure that elevators are equipped with a clearly-identified manual feature to delay door closing		L03 CIRCADIAN LIGHTING DESIGN		ED8 ENHANCE SPEECH INTELLIGIBILITY		5.5 STAIR VISIBILITY
			Provide ambient lighting at levels appropriate to space use controlled by occupancy, daylight, or other auto-sensor methods; include adjustable task lighting at work or public-use surfaces		L04 ELECTRIC LIGHT GLARE CONTROL		ED9 PROVIDE WORKPLACE THERMAL AND LIGHTING CONTROL		7.3 OPERABLE SHADING
			Install monitors and lit screens with non-glare surfaces		L07 VISUAL BALANCE		ED10 SUPPORT MOVEMENT THROUGH SITE PLANNING	WORKSPACES	7.4 ACTIVE WORKSTATIONS
			Include resting areas with seating at various heights, including seating with back rests and without arm rests		L08 ELECTRIC LIGHT QUALITY	SUPPORTIVE PROGRAMS AND SPACES (ES)	ES3 PROVIDE PHYSICAL ACTIVITY SPACES		7.5 THERMAL CONTROL
			Provide accessible routes that are 43 inches (1.1 meters) in width, at minimum	MOVEMENT	V01 ACTIVE BUILDINGS AND COMMUNITIES - PREREQUISITE				8.5 QUIET ROOM
			Include detectable warnings (e.g. truncated domes) where pedestrian paths intersect with vehicular paths		V03 CIRCULATION NETWORK			SHARED SPACES	8.8 EXERCISE ROOM
		WAYFINDING	Directional signage with non-text diagrams/symbols and Braille or active visual or audio signaling on dynamic signs		V05 SITE PLANNING AND SELECTION				8.9 FITNESS FACILITY
			Continuous linear path indicators		V06 PHYSICAL ACTIVITY OPPORTUNITIES			WATER SUPPLY	9.1 UNIVERSALLY ACCESSIBLE WATER SUPPLY
			Patterns and color blocking to identify key public access spaces (e.g. entries, exits, restrooms)		V07 ACTIVE FURNISHINGS			PREPARED FOOD AREAS	10.4 WATER ACCESS
			Haptic maps		V08 PHYSICAL ACTIVITY SPACES AND EQUIPMENT				
			Aromatic elements to guide users with limited sight		V09 PHYSICAL ACTIVITY PROMOTION				
			Emergency alarm signaling (audible/visual), safety zones, and clear wayfinding to ensure that emergency egress is inclusive		V10 SELF-MONITORING				
		ASSISTIVE TECHNOLOGY	Height adjustable desks, adjustable height counters (with fixtures, where applicable), and accessible height sales and service counters		V11 ERGONOMICS PROGRAMMING				
			Door and drawer hardware that requires no grasping, pinching, or twisting of the wrist	THERMAL COMFORT	T01 THERMAL PERFORMANCE - PREREQUISITE				
			Voice or touch screen operated controls for devices and systems affecting occupancy of the space and user comfort, including but not limited to lighting, window shades, and thermostats		T02 VERIFIED THERMAL COMFORT				
		INCLUSIVE SPACES	Fitness spaces with accessible and inclusive activities and equipment		T03 THERMAL ZONING				
					T04 INDIVIDUAL THERMAL CONTROL				
					T05 RADIANT THERMAL COMFORT				
					T06 THERMAL COMFORT MONITORING				
					T07 HUMIDITY CONTROL				
				SOUND	S01 SOUND MAPPING - PREREQUISITE				
					S02 MAXIMUM NOISE LEVELS				
					S03 SOUND BARRIERS				
					S04 REVERBERATION TIME				
					S05 SOUND REDUCING SURFACES				
					S06 MINIMUM BACKGROUND SOUND				
					S07 IMPACT NOISE MANAGEMENT				
					S08 ENHANCED AUDIO DEVICES				
					S09 HEARING HEALTH CONSERVATION				

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