



**J S D A Inc. 2024 Benefit Report**

# JANICE STEVENOR DALE + ASSOCIATES



We are NetZero. At JSDA Inc we operate internally and externally to cut greenhouse gas emissions near zero. Digital operation is key. Alignment with UN principals with active investment. Nature in every project. Community involvement with strategic initiatives. Together, everyone benefits: our clients choose distinctive designs that advance their role in the spectrum of sustaining work | life. Transformation you can count on.



LOS ANGELES  
BOISE  
CHICAGO  
[www.JSDA.com](http://www.JSDA.com)





# 2024

This year marked gains in impact for JSDA Inc., with highlights including advanced design for new commercial housing, multi-family developments, high-density urban master planning, residential remodels, outdoor space design, and property management projects. We celebrated small but symbolic environmental progress by planting trees and strengthened our civic engagement by connecting with new governmental project portals. Additionally, we delivered community education seminars on “*Workplace Anew*” and the Chicago World’s Fair, while having a presence at key industry events such as Tech Week, IPPA and Keiretsu.

On the technology front, JSDA Inc. participated in the AI Maturity Index to assess and strategize AI integration, rebuilt our website, and expanded AI capabilities with new subscriptions. We are building a sustainable ecosystem of like-minded partners, including collaborations with a habitat restoration firm, a strawbale construction firm, and commercial furniture vendors committed to waste diversion among others. As a NetZero practice and a B Corp public benefit corporation since 2019, we remain steadfast in operational sustainability.

In transition to a new way of Work, our continued agile ability to adapt to our environment with operational development underscore our commitment to innovation, sustainability, and community engagement in a rapidly evolving industry landscape.

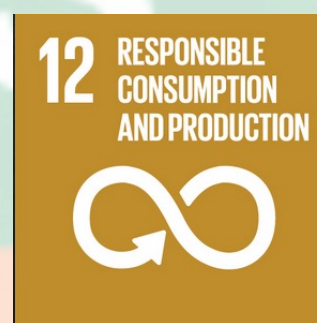
# 2024 Sustainability Action Plan

Align with Select UN Goals

Lower Emissions from Business Travel each Year

Increase Our Impacts

NetZero Projects





# Designing for Freedom Pilot

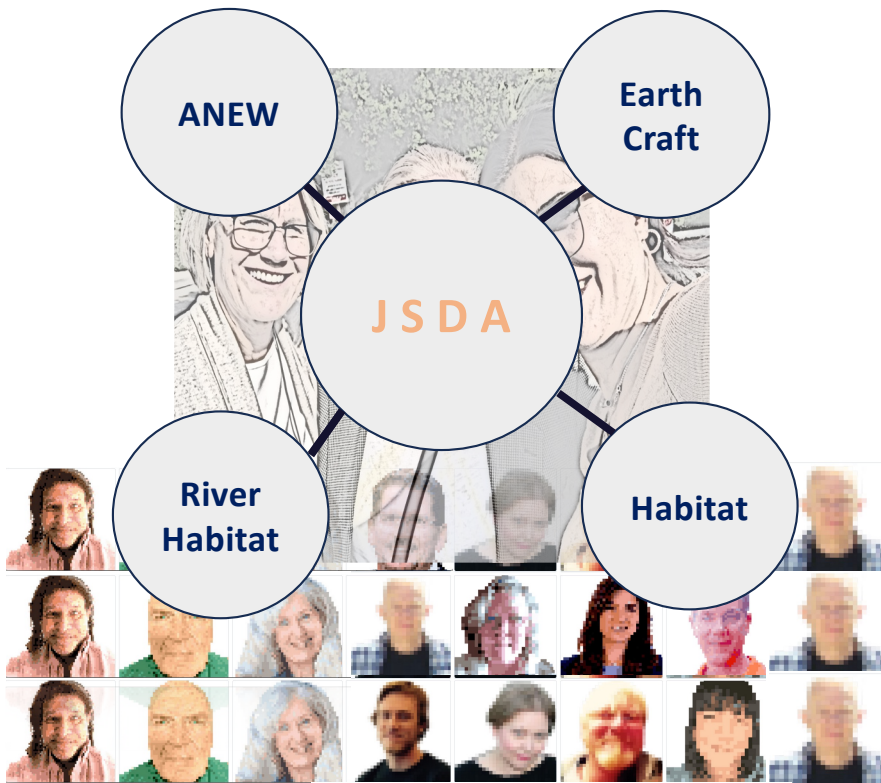
design for freedom  
grace farms

Aligning with the movement created by Sharon Prince in her remarkable work at Grace Farms, we have begun to utilize The *Design for Freedom International Guidance & Toolkit* which provides insights and inspiration from international leaders and experts working in all parts of the built environment. New tools within, include sample specifications, updated material tracking spreadsheets, relevant certifications, supply chain risk technology platforms, research, and added rigor and alignment with existing global frameworks.

We have submitted as one of the first firms in the West to the 'Designing for Freedom Pilot', for the Skoro Booth project, an extensive remodel featuring FSC wood timbers in a post and beam structural reconstruction.



# Increasing Impact



In fall 2024, we set out to **expand our impact by creating our own eco-system**. We have added partners who touch all parts of the built environment to create a **sustainable supply chain with like-minded firms**, oriented toward the greater good. Our associates are: ANEW, Habitat Restoration, Second Chance, Earthcraft, and more. We are **committed to making a significant impact upon our collective environment**.

We **transform** spaces, leading with strategic planning and high aesthetic goals. J S D A Inc. has established a **legacy of sustainable projects, impact upon the cultural arts and contributions oriented toward human wellness**.

J S D A creates **3D solutions** for a **diverse group** of clients involving design and architecture. We are a national leader as one of the **first design firms in the US** to become a **certified B Corp**, and a **Public Benefit Corporation**.

# Accelerating IMPACT!

Increasing our impact is our business

2024 marks our  
**33rd** year in business, our  
**24th** year of virtual operation, and  
**5th** year a B Corp

33

24

5

**10+**

We've propelled into existence the first workspaces for **10+** start up technology organizations

Certified



Corporation

We've been a Certified B Corporation since December 2019

**1%**

**FOR THE PLANET.**

**25%**

On average since pandemic, we've donated 10% of our principal time to projects we admire. We are cause-driven.

**In The Lead Recognition**  
Idaho Business Review  
Published in 2024

**2B**

Our team transfers about 2B GB of digital data per month

From **1982** to **2024**,

we've led corporate headquarters in relocation and remodel or new space for over **100+** companies listed on **Dow Jones** and **26+** on **NASDAQ**. We remain a **100% Certified Woman-Owned Business**. Find us at **SAM.gov** and **JSDA.com**

**52**

From the beginning, we've worked with over **50 creative team members** from over **five states** and **three countries** to date

Annual gathering for

**22**

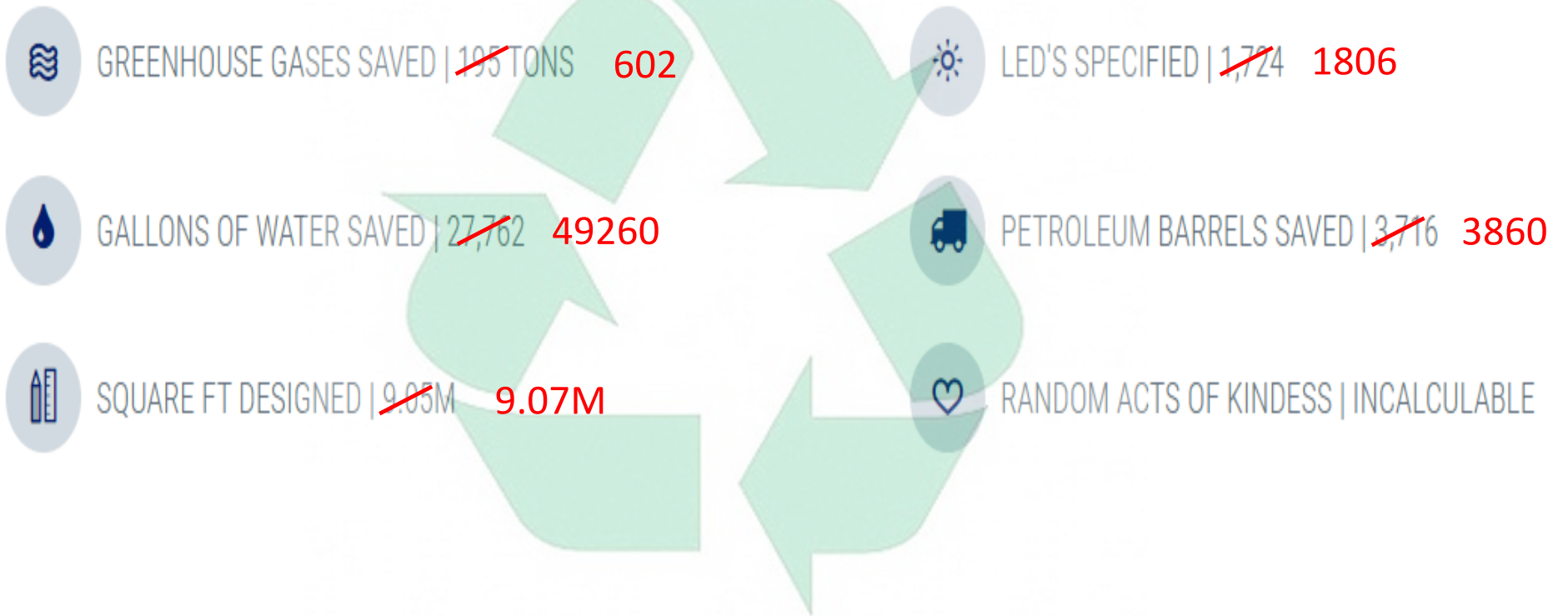
holiday ice-skating for **22** years

Since 2022, we have published

**15 DesignIDEATE** podcasts

at the intersection of all things and design

# Resource Impact





# Future of Work | Workplace



CEU LEARNING UNITS SURPASSED  
NATIONAL STANDARDS  
ATTENDED 14+ HRS ON SIP  
CONSTRUCTION SEMINAR  
BIFMA THINKLAB US INDUSTRY  
BENCHMARK SURVEY



CONTINUED WITH [OPEN ASSEMBLY](#)  
[CENTER FOR TRANSFORMATION OF WORK](#)  
LED BY JOHN WINSOR, CONSULTED WITH  
JOE ROGERS, WORKDONE AI



MADE STRIDES TOWARD MORE INCLUSIVE  
CULTURE BY INCREASING COMMITMENT  
TO INDEPENDENT CONTRACTORS AND  
INITIATING RECRUITMENT FROM LEADING  
UNIVERSITIES AND OTHER ORGS



MAINTAINED A STRONG COMMUNITY  
GIVE BACK AS A COMPANY BY  
VOLUNTEERING AND MENTORING,  
OFFERING NEW COMMUNITY  
EDUCATIONAL SESSIONS ON HOUSING  
INITIATIVES AND ADAPTIVE REUSE;  
PUBLISH OPINIONS ON LINKEDIN TO  
ENCOURAGE CHANGE.





kiva

the  
farmlink  
project

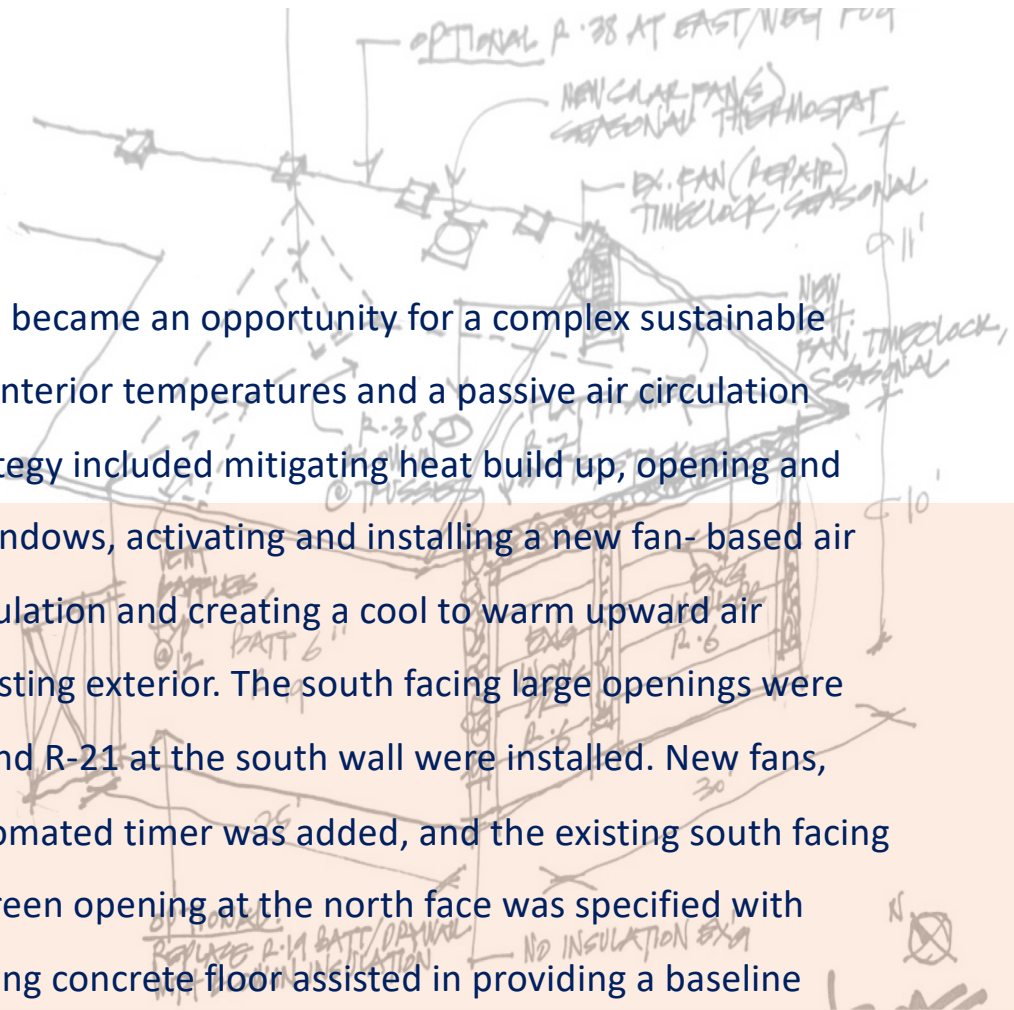


# Community

- Mentored Interior Design Students with [IIDA](#), iMentor
- Continued [Conscious Capitalism LA](#)
- Further discussions on NW aquifer and encouraged elected officials and water attorneys to further their pursuit of knowledge to shape water use locally. [City of Boise](#)
- Donated guidance to Code Committee, associated with California Council of Interior Design Certification [CCIDC](#)
- Donated counsel to Advocacy Committee, maintained IDEAL for Idaho.
- ProBono Projects included those for Hanscome
- Increased donation to [Farmlink](#)
- Increased carbon offsets through [C/Naught](#)
- Community contributions to: Boise Art Museum, IWCF, YMCA, Climate Club.

# Hanscome

An uninhabited storage space with a large attic above became an opportunity for a complex sustainable solution, with goal of achieving significantly lowered interior temperatures and a passive air circulation system without much reconstruction. The design strategy included mitigating heat build up, opening and closing at specific time intervals existing doors and windows, activating and installing a new fan-based air circulation system, providing additional high-level insulation and creating a cool to warm upward air movement within the space, without alteration of existing exterior. The south facing large openings were found to be insulated R-7. New batt insulation R-39 and R-21 at the south wall were installed. New fans, including a Broan 700 CFM exhaust system on an automated timer was added, and the existing south facing attic fan was replaced and placed on timer. A new screen opening at the north face was specified with operable upper and lower window closure. The existing concrete floor assisted in providing a baseline temperature of 55 degrees. South facing exhaust louver was replaced with a fire resistant metal.





# Environment

- Continued annual donation **1% for the Planet**
- Upcycled building materials from Habitat, Second Chance into projects
- Significantly reduced air travel.
- Idaho Power Green Power Program Business
- [City of Boise Carbon Neutral 2050](#)
- [AIA 2030](#) Pledge
- Submitted for Historic Landmark Plaque for City of Los Angeles No. 1231.
- Reinvented sustainability through construction methods and passive design.
- Climate Club participation.
- We planted more trees!



**CARBON  
NEUTRAL  
BY 2050**

[cityofboise.org/climate](http://cityofboise.org/climate)



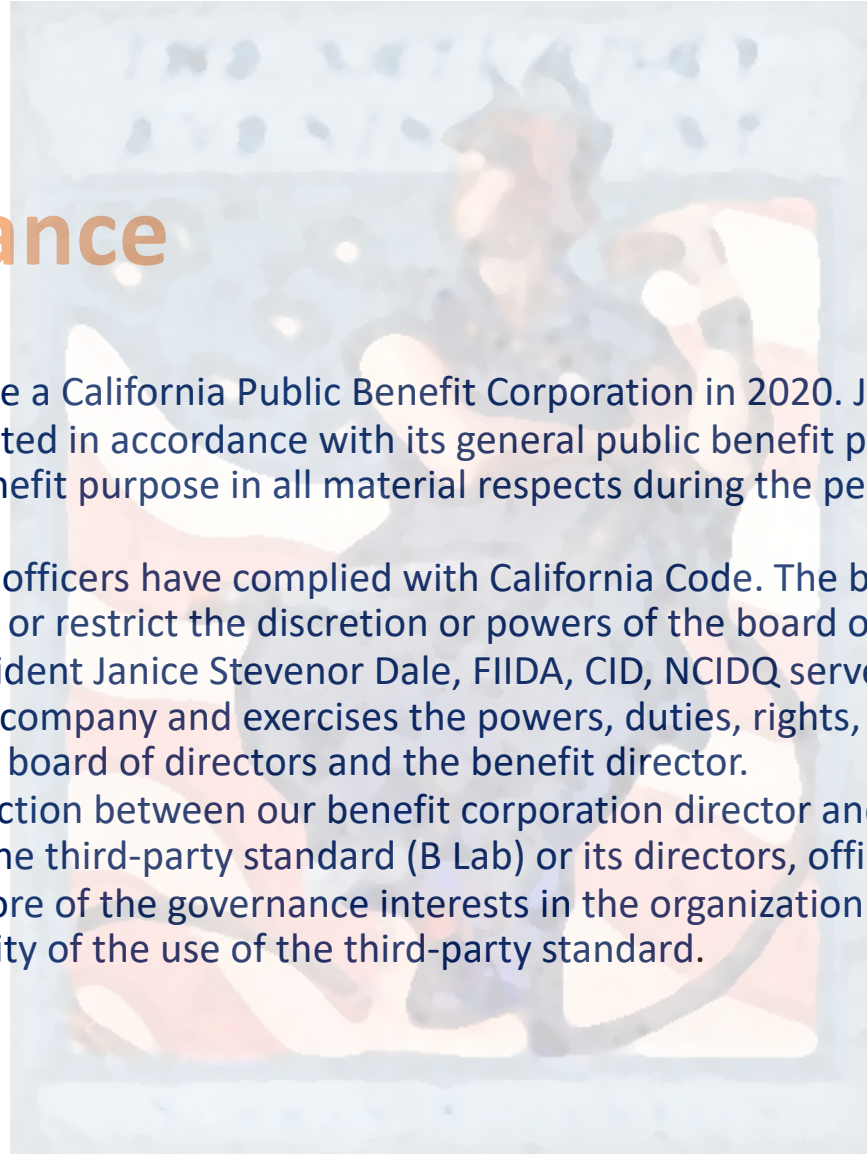
# Community

## Volunteering Time + Talent

- Strategic planning and capitol budget review for YMCA Campuses (partial year)
- Volunteered pro bono for multiple clients
- Mentored students from various universities and high school about the profession pursuits
- Continued service on the Code Committee for CCIDC
- Active service on Licensing for Interior Design Idaho
- Idaho Partners for Good (IP4G) Events
- Worked on Voter Registration Campaigns
- Donated to IWCF for Grant funding for Area Non-Profits

# Governance

- J S D A Inc. became a California Public Benefit Corporation in 2020. Janice Stevenor Dale + Associates, Inc. acted in accordance with its general public benefit purpose and any specific public benefit purpose in all material respects during the period covered by the report.
- The directors and officers have complied with California Code. The benefit corporation did not dispense with or restrict the discretion or powers of the board of directors.
- Founder and President Janice Stevenor Dale, FIIDA, CID, NCIDQ serves as benefit director and officer of the company and exercises the powers, duties, rights, and has the immunities of the board of directors and the benefit director.
- There is no connection between our benefit corporation director and the organization that established the third-party standard (B Lab) or its directors, officers or any holder of five percent or more of the governance interests in the organization that might materially affect the credibility of the use of the third-party standard.





# Culture

J S D A Inc. 2024 Annual Benefit Report



This is Us.



We are dedicated to increasing our impact. The good work continues in 2025.