

LEONARD A. SANDLER  
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Education:

University of Maryland School of Law, Juris Doctor, with honors, 1981

Northeastern University, B.S., with highest honors, 1973 - 1978

American University, non-degree, 1967-1969

Employment (Post Juris Doctorate):

Clinical Professor of Law, University of Iowa College of Law, 1993 to present; Clinical Associate Professor, 1990 to 1993

Co-Director, Law, Health Policy & Disability Center, University of Iowa College of Law 1999 to 2003; Associate Director of Clinical, Educational and Special Projects, 2003 to 2005

Staff Attorney, South Royalton Legal Clinic, Vermont Law School, South Royalton, Vermont. February 1988 to January 1990

Staff Attorney, Legal Aid Bureau, Inc., Centreville, Maryland, 1981 to 1988.

Clinical Law Instructor, University of Maryland School of Law, Baltimore, Maryland, summer 1987

Reginald Heber Smith Community Lawyer Fellowship Program, serving as Staff Attorney with the Legal Aid Bureau, Inc., Centreville, Maryland, 1981 to 1983

Teaching:

Clinical: Law and Policy, estate planning, transgender rights, systems reform universal design, housing and assistive technology projects, HIV/AIDS, general practice, civil rights, public benefits, and elder law.

Director, AIDS Representation Project, a practicum specializing in HIV- and AIDS-related issues, 1990 to 1996

Director, Law and Policy in Action Clinic, specialty clinic that provides law students the opportunity to partner with grassroots organizations, non-profits, businesses and public officials to solve recurring and systemic problems that cannot be adequately addressed through litigation, 2006 to date

Director, Estate Planning Clinic, Clinic Law Students provide counsel, advice, representation and consultant services and facilitate public workshop about Wills, advance directives, trusts, guardianship and conservatorship, and other issues, 2006 to date

Director, Systems Reform Projects, AT Legal Project, a practicum to remove barriers to assistive technology and effect change in law or policy through research, education and grassroots and legislative advocacy (1998-2005)

Principal Investigator: The Washington Court Housing Survey: A Study of Accessibility and Universal Design in Affordable Housing. The Journal of Affordable Housing published the report's executive summary (2005-2010)

Researcher: Medical Repatriation and Deportation, an IRB-approved interdisciplinary study to investigate the legal, public health and service delivery implications of medical deportations and access to health care by persons whose immigration status is undocumented or does not allow for government or health plan payment or reimbursement (2013 to 2015)

Non-clinical: Legal Aspects of AIDS Seminar, Client Counseling, Disability Law Seminar; guest lecturer at the UI colleges of medicine, nursing, public health, law, Hubbard Law Fellows program, education, social work, liberal arts, and UI Center for Disabilities and Development

Guest Lecturer and Presenter: Csomay Community of Scholars, University of Iowa College of Nursing, March 2022; Iowa Adult/Gerontological Primary Care Nurse Practitioner Program, University of Iowa College of Nursing, November 2022; Professor Larisa Bowman's Housing Law and Policy Seminar, College of Law 2021 and 2022. Medical-Legal Collaboration on End of Life Issues, Estate Planning Clinic and College of Nursing Adult/Gerontological Primary Care Nurse Practitioner Program Students, March 6, 2024.

Faculty Advisor: *The Journal of Gender, Race & Justice* (Fall 2011 to 2019)

#### Bar Admissions:

Maryland, 1981; Admitted to practice before the Maryland Court of Appeals, the U.S. District Court for the District of Maryland, and the U.S. Court of Appeals for the Fourth Judicial Circuit (retired in 2018)

Vermont, 1988; Admitted to practice before the Vermont Supreme Court and the U.S. District Court for the District of Vermont (retired in 2015)

Iowa, 1990; Admitted to practice before the Supreme Court of Iowa, 1991; Admitted to the U.S. District Courts for the Northern and Southern Districts of Iowa

#### Awards and Special Recognition:

Rick Graf Award, Iowa City Human Rights Commission: "Leonard Sandler has exemplified what it means to be a passionate advocate for justice throughout his legal career. It recognizes Leonard's tireless efforts and impactful contributions to the field of law and his unwavering support for marginalized communities." (October 23, 2024)

University of Iowa 2020 Culturally Responsive Health Care Award, UI LGBTQ Clinic, collaboration with the Rainbow Health Clinic (2020)

Historic Civil Rights Mentoring Dinner honoring civil rights activists who have done work on the University of Iowa campus and community. Invitation-only event to celebrate the 50th anniversary of the U.S. Civil Rights Act, sponsored by the Chief Diversity Office (April 2014)

Diversity Catalyst Award, Distinguished Achievement Award, University of Iowa, for diversity initiatives which have served to promote the development of an inclusive, diverse campus community (2012)

Peer Action Disability Support (Linn County): For Improving the Quality of Life of People with Disabilities and the Communities Where We Live (2012)

Cedar Rapids Civil Rights Commission: Recognition of time, commitment, and expertise of Leonard Sandler and Law and Policy In Action Student Legal Interns for revisions to Municipal Code Chapter 69, the Cedar Rapids Civil Rights Ordinance (2012)

Governor's Task Force on Dependent Adults with Mental Retardation: "The Task Force acknowledges the extraordinary support it received from Professor Leonard Sandler of the University of Iowa Clinical Law Program. This Final Report would not have been possible without his probing questions, insight and tireless efforts. Thank you, Len." (April 2009)

Iowa City Press-Citizen: Across the Fence: Recognition for activities to educate the public and encourage or require universal design in every facet of life (2007)

Gronen Restoration, Inc. /City of Dubuque: Recognition for the role played in the revitalization of the Casket Company Building and its neighborhood (2007)

Office of the Governor Award and Special Recognition (2006)

President's Award for State Outreach and Public Engagement, University of Iowa (2005)

Commissioner's Award, Iowa Commission of Persons with Disabilities (2005)

Distinguished Agency Award, Citizens for People with Disabilities (2005)

Isabel Turner Award for Outstanding Contributions to Human Rights, Iowa City Human Rights Commission (2003)

Award for Outstanding Contributions to Civil Rights by an Individual, Friends of Iowa Civil Rights, Inc. (2003)

#### Publications:

Iowa Guide to Changing Legal Identity Documents (Final Edition 2024)

Brief of Amici Curiae, Chicago Lawyers' Committee for Civil Rights, Iowa Safe Schools, and Professor Leonard A. Sandler in Support of Petitioner-Appellees Aiden Vasquez and Mika Covington, vs. Iowa Department of Human Services, Respondent-Appellant. Supreme Court of Iowa No. 21-1977: Constitutional protections and history and evolution of discrimination in health care based on race, gender, sexual orientation and transgender status (June 2022)

Help! Accommodating Learners with Disabilities During Practice-Based Activities, *Advances in Clinical Pharmacy Education & Training, Journal of the American College of Pharmacy* (2021), Co-author with Professor Susan Voss, and Raime Chavez, MPH

A Protocol for Examining and Mapping Elder Abuse Pathways in Iowa, 59 *WASH. U. J.L. & POL'Y* (2019), Leonard A. Sandler and Brian Kaskie

Developing an Inclusive and Welcoming LGBTQ Clinic, Co-Author, *Journal of Obstetrics and Gynecology* (2018)

Elder Abuse Pathway in East Central Iowa, U.S. Department of Justice Rural and Tribal Elder Justice Summit, Des Moines, Iowa (November 2018)

The Washington Court Housing Survey: A Study of Accessibility and Universal Design in Affordable Housing—Executive Summary, 19 *Journal of Affordable Housing* 191 (2010)

The Quest to Make Accessibility a Corporate Article of Faith at Microsoft: Case Study of Corporate Culture and Human Resource Dimensions, with Peter David Blanck, 23 *Behavioral Sciences & the Law* 39 (2005)

The Emerging Workforce of Entrepreneurs with Disabilities: Preliminary Study of Entrepreneurship in Iowa, with Peter David Blanck, James L. Schmeling, and Helen A. Schartz, 85 *Iowa Law Review* 1583 (2000)

ADA Title III and the Internet: Technology and Civil Rights,” with Peter David Blanck, 24 *Mental and Physical Disability Law Reporter* 855 (2000)

### Statutory Drafting

Iowa Department of Education Administrative Rules, 281 IAC Chapter 103 – Corporal Punishment, Physical Restraint, Seclusion, and Other Physical Contact with Students, Effective January 20, 2021. A new Chapter of rules that clarify that corporal punishment, prone restraint, and mechanical restraint are prohibited; explain the parameters and protocols for the use of physical restraint and seclusion; and describe other limits on physical contact with students, with Clinic Law Students, IDOE, Co-Petitioners and IDOE stakeholder group.

City of Des Moines Ordinance No. 13,827 (2019) codified at the Municipal Code of the City of Des Moines, Iowa, Chapter 62 relating to discriminatory housing practices and source of income. I advised the Des Moines Civil and Human Rights Commission and provided drafting assistance and consultant services. The Human Rights Code amendments make it unlawful for property owners to discriminate based on the source of an applicant’s or tenant’s income, including housing choice vouchers, child support, alimony, public benefits, unemployment and other funds, support or income

Iowa Human Trafficking Act -- Iowa Code Chapter 710A.6. The law mandates outreach, public awareness and training about human trafficking for the public, businesses, first responders, law enforcement, potential victims and other individuals and groups. The bill is designed to target labor trafficking and to complement initiatives that focus on law enforcement (2015)

City of Marion, Iowa Ordinance (2012) codified at Marion City Code Chapter 31 Civil Rights Commission. The amendment makes it unlawful for housing providers to discriminate against applicants or tenants because of the source or type of wage and non-wage income an applicant or

tenant will use to pay the rent or purchase price

Cedar Rapids City Ordinance 003-12 (2012), codified at Cedar Rapids Municipal Code Chapter 69. Extends and bolsters civil rights protections to all protected classes of individuals in credit, education, employment, housing, and public accommodations

Iowa City Ordinance 02-4033 (2002), codified at City Code of Iowa City §17-1-3. Amendment to the city building code: "The provisions of this section are enacted to implement the city's policy that structures regulated by this code constructed with public funds be constructed using universal design features that provide accessibility and usability for all."

Iowa Assistive Device Tax Credit Act (2000), Ch. 1194, §11, 78th G.A., 2000 Iowa Acts 578, codified at Iowa Code §422.11E, and implementing regulations, Iowa Administrative Code 261-66.1 to 66.8, 701-42.14, and 701-42.23

Iowa Assistive Device Warranty Act (1998): Ch. 1042 §§1-7, 77th G.A., 1998 Iowa Acts 47, codified at Iowa Code §§ 216E1 to 216E7

#### Reports to Government Bodies and Professional Associations:

Testimony: Senate Judiciary Subcommittee on SF2379 and companion bill HF2562 to amend Iowa Code Chapter 562, the Iowa Manufactured Home Communities or Mobile Home Parks Residential Landlord and Tenant Law (April 2022)

Johnson County Iowa Mobile Home Task Force Final Report: Task Force Member and Co-Author. With Clinic Law Students (November 2019)

Where Do I Fit In? A Snapshot of Transgender Discrimination in Iowa. A special report issued in conjunction with the University of Iowa LGBTQQ Health Clinic and other organizations. With Clinic Law Students (June 2016)

Davenport Civil Rights Commission: Proposed Amendments to the Davenport Civil Rights Ordinance, Municipal Code Chapter 2.58, and Proposed Administrative Rules, with Clinic Law Students (May 2016)

Report to the Iowa Legislature – Home Modification Assistance Program: State agencies were required by law to develop a plan to provide grants and individual income tax credits to assist with expenses related to the making of permanent home modifications that permit individuals with a disability to remain in their homes. (December 2015)

Race Equity in Employment: City of Iowa City Outreach and Recruitment Preliminary Study Report; with Student Legal Interns (May 2014)

Privacy & Confidentiality of Medical Information and Records: A Guide and Workshop Toolkit To Help You Understand and Decide If, When, and How To Disclose Protected and Confidential, Mental Health and Substance Abuse Information; with Student Legal Interns (November 2012, Updated 2013)

Using or Converting Mobile Home Parks to Increase Affordable Housing Options: A Preliminary Study Report for Johnson County Livable Community; with Student Legal Interns (May 2012)

Service Animals and Emotional Support Animals under the Fair Housing Act and the ADA & An Overview of Assistance Animal Laws of Select States: A Comparative Study for the Iowa Civil Rights Commission; with Student Legal Interns (Spring 2010)  
The Use of Undercover Testers to Identify and Eliminate Discrimination in the Selection and Hiring of Employees: A Special Report Prepared for the Iowa Civil Rights Commission; with Student Legal Interns (2010)

The Washington Court Housing Survey: A Study of Accessibility and Universal Design in Affordable Housing: A Report Prepared by the University of Iowa Clinical Law Program about tenant awareness, use and benefits of accessibility and universal design features in an affordable housing complex in Dubuque, Iowa; with Student Legal Interns) (April 2009)

Comparison of State Certificate of Need Programs in the U.S., Process, Procedure, Parties, and Decision-Making, Iowa Health Facilities Council Decisions from 1999 to 2008, for State Representative Kraig Paulsen, Minority Whip (December 2008)

Calling on Iowa Utilities Board to Improve Telephone Access for Persons with Disabilities: A Report Prepared by the University of Iowa Clinical Law Program (2002)

Recent Presentations: (An asterisk denotes presentations with Clinic Law Students)

Panelist, Income and Access to Housing. Exploring the impact of a state law prohibiting cities and counties from enforcing fair housing anti-discrimination laws that require landlords to accept families with Section 8 and other vouchers. The Gazette's Iowa Ideas 2024 Virtual Conference, Coming Together for Iowa (October 11, 2024)

Service Animals and Public Accommodations: Lessons from the Courts, Agencies, and the Streets. The session will cover recent court cases, settlement agreements, and other hot topics. 2024 National ADA Symposium, Minneapolis, Minnesota (June 12, 2024)

Facing The Future By Going Back to Basics: Wills As A Cornerstone of Estate Planning Important Details and Decisions, Conference on Aging, Coralville, Iowa (April 8, 2024)

\* Medical and Financial Directives in the Real World: How to Prepare and Use Powers of Attorney, Living Wills, and other Options. Heritage Area Agency on Aging Caregiver Wellness Conference, Kirkwood Campus, Cedar Rapids, Iowa (November 6, 2023)

2023 Iowa Regents Institutions Disability Awareness Summit: Advancing Access and Equity for Individuals with Disabilities – Iowa Colleges and Universities as Landlords: Emotional Support Animals, Assistance Animals, Pets and Other Animals in Dormitories and Other Housing. University of Iowa (October 26, 2023)

University of Iowa Libraries Special Collections and Archives: Assistance Animals, Service Animals, and Pets: Roles, Responsibilities, and Rights of University Personnel and Visitors with a Disability Who Are Accompanied by Animals, Iowa City, (August 9, 2023)

National ADA Symposium: Citizen Action and the ADA: Taking the Reins: A two-hour interactive workshop designed to help participants develop and improve their advocacy and self-advocacy skills and strategies using the law and regulations, storytelling techniques, grassroots organizing, and various media. With Ray Petty, Great Plains ADA Center Technical Assistance Coordinator, Kansas City, Missouri (May 22, 2023)

National ADA Symposium: Advanced Session on Assistance Animals, Service Animals and Pets, Wednesday, Kansas City, Missouri (May 24, 2023)

CLE National Mental Health Awareness Month Celebration: Assistance Animals and Mental Health, Panelist, Boyd Law Building and Statewide Streaming, Disability Rights Iowa, UI College of Law (May 10, 2023)

Conversation in Promoting the Independence of Children who are Turning 18, Together We Can Conference 2023, A Statewide Conference for People with Disabilities, Their Families, and the Professionals Who Support Them, Ask Resource Center, State Fairgrounds (May 6, 2023)

\* Practices of the Profession: Powers of Attorney, Living Wills, and Other Directives, Adult/Gerontological Primary Care Nurse Practitioner Program, University of Iowa College of Nursing (November 16, 2022)

Assistance Animals, Service Animals, & Pets: An Interactive Workshop CLE, Disability Rights Iowa, Des Moines, Iowa (October 28, 2022)

Guardianship, Conservatorship, and Supported Decision-Making Alternatives, Linn County Community School District, Prairie High School, Cedar Rapids, Iowa (October 18, 2022)

Legal Aspects of the Voting Process for Persons with Intellectual and Developmental Disabilities and Recent Changes to Iowa Law. Voter Education Workshop funded by the Iowa Developmental Disabilities Council and sponsored by the Community Inclusion Club, Iowa City (October 9, 2022)

Fair Housing Reasonable Accommodations and Reasonable Modifications: Staying the Course Conference: 60th Anniversary Davenport Civil Rights Commission, Davenport, Iowa (July 6, 2022)

Disability Law: Conversation in Promoting the Independence of Children Who Are Turning 18: Alternatives to Guardianship and Conservatorship, Supported Decision-Making, formal and informal options. Together We Can Conference 2022, Statewide Conference for People with Disabilities, their Families, and the Professionals Who Support Them, Des Moines, Iowa (May 7, 2022)

Disability Law: Seclusion and Restraint: Legal Requirements in Iowa Schools: With Attorney Nathan Kirstein, Disability Rights Iowa. Together We Can Conference 2022, Des Moines, Iowa (May 7, 2022)

Requests for Assistance Animals: Basics, best practices, and the dos and don'ts of handling requests by persons with disabilities to have an assistance animal in public housing under the Fair Housing Act, Americans with Disabilities Act, Rehabilitation Act, and local laws. Public Housing Authority of the City of Pittsburgh (April 29, 2022)

\* Planning for Peace of Mind: Powers of Attorney & Living Wills. A Public Workshop, North Liberty Public Library (March 10, 2022)

Legalization of Medical Cannabis: Site of Death Research and Legal and Practical Dimensions of Federal and State Laws and Regulations relating to Medical Marijuana. With Divya Bhagianadh, PhD, University of Iowa College of Public Health, Csomay Community of Scholars Workshop, Barbara and Richard Csomay Center for Gerontological Excellence, UI College of Nursing (March 7, 2022)

COVID-19 and the Americans with Disabilities Act: ADA Coalition of Connecticut's 2021 State

Conference (December 1, 2021)

Ask an Expert: Classroom Clears and Therapeutic Classrooms: Iowa Department of Education Policies and Regulations. With Disability Rights Iowa Attorney Nathan Kirstein, Ask Resource Center (November 22, 2021)

Ask an Expert: Restraint and Seclusion: Legal Requirements in Iowa Schools. With Disability Rights Iowa Attorney Nathan Kirstein, Ask Resource Center (November 15, 2021)

### Accessibility, Universal Design, Building Code, and Technology Surveys, Audits, and Projects

State Task Force on Iowa Accessibility and Building Codes

Lt. Governor's Summit on Housing for Persons with Disabilities

Rebuild Iowa Advisory Commission, Housing Task Force, Housing Resource Group

*Historic Preservation and Rehabilitation:* Englert Theater (Iowa City), CSPA Legion Arts (Cedar Rapids), Park Inn Hotel (Frank Lloyd Wright-Designed, Mason City), Herbert Hoover Historic Village and Museum (West Branch), Mount Vernon United Methodist Church (Mount Vernon), Washington Court Casket Factory (Dubuque), Swedesburg Evangelical Lutheran Church Parish Hall (Swedesburg), Roshak Building (Dubuque), Four Mounds Estate (Dubuque), Congregational United Church of Christ (Iowa City) 759 Bluff Street 1850s Ministry (Dubuque), St. Luke's United Methodist Church (Dubuque).

*Institutional, Commercial, and Residential:* Coe College (Cedar Rapids), Coral Ridge Mall (Coralville), New Pioneer Coop (Iowa City and Coralville), Woodward State Resource Center (Woodward), Fun Zone (Iowa City) Public Transit Stops and Shelters (Cedar Rapids), Fun Zone (Iowa City), Iowa State Fairgrounds (Des Moines), Wendy's (Cedar Rapids), McDonalds (Cedar Rapids), Walmart (Cedar Rapids), UI Art Building West (Iowa City), Agudas Achim Synagogue Playground (Coralville), Public Library (Cedar Rapids), Bank ATM (Iowa City), Downtown Traffic Signals and Intersections (Iowa City), B Street Universal Design Model Home and Parade of Homes (Iowa City), Homes For Our Future and Parade of Homes (Iowa City), Henry Stout Senior Apartments (Dubuque), Habitat For Humanity Home (Iowa City), Mayor's Youth Empowerment Program (Iowa City)

*Sports Facilities and Parks:* Veterans Memorial Stadium and Cedar Rapids Kernels operations (Cedar Rapids), Xtream Arena (Coralville), UI Carver-Hawkeye Arena (Iowa City), Helen G. Nassif YMCA (Cedar Rapids) UI P. Sue Beckwith, M.D. Boathouse (Iowa City), Hickory Hill Park (Iowa City), City Park (Iowa City), Downtown Playscape (Iowa City),

### Examples of Recent Service Activities:

#### **University:**

Advisor and Contributor, Disaster PrepWise Program, College of Public Health Community and Behavioral Health, online learning modules to help older adults and their families take the time before an emergency to plan so they can remain healthy for survival at home, in a shelter, or elsewhere in the event of an actual emergency.

Training for UI Libraries Special Collections and Archives Personnel on Animals that Accompany Faculty, Students, Staff, and Visitors with a Disability (2023)

Leadership Group: Barbara and Richard Csomay Center for Gerontological Excellence, UI College of Nursing (2021 to date)

Csomay Community of Scholars, UI College of Nursing, Member and Presenter (2022 to date)  
Division for Diversity Equity and Inclusion and Student Disability Services Workgroup to create and pilot an Inclusive Events Resource Guide (2021, 2022)

Council on Disability Awareness, Member, (2008 to date)

Trans\* Inclusivity Coalition (previously the Taskforce. Founding member and Co-Chair May 2016 to 2019, member to date)

Transdisciplinary Collaboratory Research Workgroup on Refugees and Immigrants, Member 2018 to date)

Consultant to university offices and departments on disability and other issues (ongoing)

Advisor for students, staff and faculty on estate planning, disability, gender identity, civil rights and other matters (ongoing)

### **College of Law**

Across the Aisle session, Transgender Youth, Opening Remarks, February 26, 2024

Purchased and distributed 20 tickets for law students for "The Mountaintop," a Riverside Theater production of a play written by Pulitzer Prize-winning playwright Katori Hall. The play reimagines the night leading up Dr. Martin Luther King Jr.'s assassination in 1968 Set in Memphis after Dr. King's iconic "I've Been to the Mountaintop" speech (March 2024)

Internal Procedures Committee, Ex Officio Member (2021 to date)

Member, Diversity, Equity, and Inclusion Committee (2019 to date)

Faculty Advisor: *Journal of Gender, Race & Justice* (2011 to 2019)

Moot Court: Judge of Jessup and Van O. oral arguments and review legal briefs with student advocates (ongoing)

Legal counselor and advisor to faculty, staff, students and service workers (ongoing)

### **National and International:**

Consultant, The Accessible Design Accreditation Initiative (ADAI), a consortium of built environment and code professionals, ADA Technical Assistance Centers, architects and designers, led by the University of Missouri. The initiative propose that design, architecture, and other undergraduate and graduate schools incorporate the 2010 ADA Design Standards and ICC/A117 Usable and Accessible Building Requirements into their core curriculum (2023 to date)

Consultant and Advisor: Great Plains ADA Center, ADA National Network, a project of the National Institute on Disability, Core Service Advisory Group, Member (ongoing)

U.S. Commission on Civil Rights, Iowa Advisory Committee, member (2009 to 2019)

**State:**

Iowa State Bar Association Elder Law Section (2022 to date)

Iowa State Bar Association Probate Law Section (2022 to date)

Ask Resource Center, Consultant, Advisor, and Presenter for Iowa's Parent Training and Information Center for families of children with disabilities (ongoing)

ACLU Iowa Advisor and Cooperating Attorney, Medicaid, Abortion, LGBTQ+ litigation, laws, and administrative rules (ongoing)

Iowa Finance Authority Low Income Housing Tax Credit Focus Group Member: Recommendations and priorities for Iowa's Qualified Allocation Plan (2020-2021)

Older Iowans Legislature Member and Participant, draft and comment on legislation regarding guardianships, conservatorship, workforce, home health care and other issues (ongoing)

Grinnell College Experiential Learning Laboratory Workshop, "Digital Stories for Social Justice" part of "The School-to-Prison-Pipeline" course. Panelist and group facilitator on seclusion and restraints in schools and different modes of advocacy. With Grinnell faculty and community leaders (November 2019)

Wills for Heroes: I assisted Alliant Energy and its Legal Department to develop estate-planning materials and workshops and create a network of Iowa attorneys to provide document-preparation services pro bono to first responders and their families (2019 to 2020)

**Local:**

Johnson County Livable Community Housing Action Team: Researched city and county zoning, land use, and construction codes governing Accessory and Auxiliary Dwelling Units as an affordable housing option. Reviewed and drafted ordinances and assisted team members in lobbying for adoption of ADU codes (2022 to date)

Consultant on accessibility, universal design, and historic preservation, St. Luke's United Methodist Church, Dubuque, Iowa. The Richardsonian Romanesque-style church is listed on the National Register of Historic Places and has more Tiffany windows than any other church in Iowa (2022-3)

Consultant on universal design in housing and facilities for older individuals and individuals with physical, sensory, or mental impairments (ongoing)

Linn County College Community School District: Resource and presenter on legal issues for special education teachers, parents, and service providers (2022 to date)

Johnson County Task Force on Aging (2016 to date)

Linn County Elder Abuse and Neglect Multidisciplinary Team, (2018 to date)

Johnson County Elder Abuse and Neglect Multidisciplinary Team, (2019 to date)

Johnson County Poverty Action Planning Summit on Housing Issues (2019 to 2022)