



Iowa Civil Rights Commission, ICRC <icrc@iowa.gov>

Request for copy of file - CP# 04-22-78265

1 message

Wilson, Sondra <adwilson8@dmacc.edu>

Fri, Sep 8, 2023 at 4:20 PM

To: "Iowa Civil Rights Commission, ICRC" <icrc@iowa.gov>

Dear ICRC:

I am requesting scanned copies of all files pertaining to CP# 04-22-78265.

Thank you,
Sondra Wilson

ICRC RECEIVED
SEP 11 2023 AMS:3

08/22



IOWA CIVIL RIGHTS
COMMISSION

STATE OF IOWA

KIM REYNOLDS, GOVERNOR
ADAM GREGG, LT. GOVERNOR

KRISTEN STIFFLER, EXECUTIVE DIRECTOR

CASE CLOSURE FORM

CP# 04-22-78265

EEOC# 26A-2022-00580

TYPE OF CLOSURE: 01-Administrative
Closure

DATE OF CLOSURE: 8/3/2022

COMMISSIONER:

RIGHT TO SUE ISSUED: 09/06/2023

C/ACTION: Service, Denied Accommodation,
Discipline, Hiring, Training, Discharge

AREA: Employment, Public Accommodation

BASIS: sex

COMPLAINANT INFORMATION

NAME: ALEXANDRA DISTANCE MARIE
WILSON

4733 TORONTO STREET

APT 112

CC: AMES, IA 50014

RESPONDENT INFORMATION

NAME: LOVE CLUB LLC
4625 RELIABLE STREET
AMES, IA 50014

CC:

RELIABLE STREET INC
LOCKWOOD CAFE



STATE OF IOWA

KIM REYNOLDS, GOVERNOR
ADAM GREGG, LT. GOVERNOR

STAN THOMPSON, EXECUTIVE DIRECTOR

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STAN THOMPSON, EXECUTIVE DIRECTOR

8/3/2022

ALEXANDRA DISTANCE MARIE WILSON
4733 TORONTO STREET
APT 112
AMES, IA 50014

RE: CP# 04-22-78265 EEOC# 26A-2022-00580
ALEXANDRA DISTANCE MARIE WILSON v. LOVE
CLUB LLC

ALEXANDRA DISTANCE MARIE WILSON:

Your complaint has been administratively closed. The Iowa Civil Rights Commission (ICRC) will take no further action on this case. Enclosed is a copy of the Preliminary Screening Review. Determinations at this stage are based primarily on paper filings and documentation provided to the Iowa Civil Rights Commission (ICRC).

At this time, you have the following legal options:

1. You may request the ICRC reconsider this determination and reopen your complaint. Your request must be in writing and made within thirty (30) days from the date of this letter. Your request should state why reopening should be granted. Any new information or documents supporting your allegations of discrimination should be submitted along with your request for reconsideration and reopening. The ICRC will send a copy of your request to the Respondent, who will then be given an opportunity to submit a response. In your written request for reconsideration, please state the CP# and EEOC#.

Your request can be delivered to the ICRC office within 30 days from the date of this letter by one of the following methods:

- a. Mail – postmarked no later than the 30th day, see address at bottom.
- b. FAX – received by the ICRC no later than 4:30 pm on the 30th day, see FAX number at bottom.
- c. Hand-delivered – received by the ICRC no later than 4:30 pm on the 30th day, see address at bottom.
- d. Email – received by the ICRC no later than 4:30 pm on the 30th day, see email address at bottom.

Note: If the 30th day falls on a weekend or a federal or state holiday, the 30-day period is extended to the ICRC's next regular business day.

2. You may request a letter granting you the right to sue in State District Court. Please read the enclosed Information Sheet regarding Right-to-Sue letters. We suggest consulting an attorney before you choose this option. You may wish to contact the Iowa Bar Association's Lawyer Referral Service at 1-(800) 457-3729. Both parties have the right to request a copy of the ICRC's case file after the Right-to-Sue letter has been issued. Please be aware there is a charge for the copying.

Note: In your written request for a Right-to-Sue letter, please state the CP# and EEOC#.

If you have any questions, please contact our office.

Sincerely,
Iowa Civil Rights Commission

Enclosures: Preliminary Screening Review and RTS Information Sheet
CC: File

Please help us improve our complaint process by completing a short evaluation at
<https://icrc.iowa.gov/file-complaint/complaint-process-evaluation>.

Iowa Civil Rights Commission, Grimes State Office Building, 400 E. 14th St., Des Moines, Iowa 50319-0201
515-281-4121 / 1-800-457-4416 / Fax 515-242-5840 / icrc@iowa.gov



IOWA CIVIL RIGHTS
COMMISSION

STATE OF IOWA

KIM REYNOLDS, GOVERNOR
ADAM GREGG, LT. GOVERNOR

STAN THOMPSON, EXECUTIVE DIRECTOR

8/3/2022

LOVE CLUB LLC
4625 RELIABLE STREET
AMES, IA 50014

RE: CP# 04-22-78265 EEOC# 26A-2022-00580
ALEXANDRA DISTANCE MARIE WILSON v.
LOVE CLUB LLC

LOVE CLUB LLC:

The above captioned complaint has been administratively closed effective the date of this letter. The Iowa Civil Rights Commission (ICRC) will take no further action on this case. Enclosed is a copy of the Preliminary Screening Review. Determinations at this stage are primarily based on paper filings and documentation provided to the ICRC.

The Complainant does have the following legal options:

1. To request the ICRC reconsider this determination and reopen the complaint.
 - a. The request must be made within thirty (30) days from the date of this letter. Should the request for reconsideration be made, you may receive a copy of the request.
2. To request a letter granting the Complainant the right to sue Respondent in State District Court.
 - a. The Complainant must request the letter within two (2) years of the date of this letter.
 - b. Both parties have the right to request a copy of the ICRC's case file after the Right-to-Sue letter has been issued. Please be aware there is a charge for the copying.
3. To request a review by the Equal Employment Opportunity Commission (EEOC) if the case is cross-filed with that agency.

If you have any questions, please contact our office. Thank you for your cooperation.

Sincerely,
Iowa Civil Rights Commission

Enclosure: Preliminary Screening Review

CC: File

RELIABLE STREET INC
LOCKWOOD CAFE

Please help us improve our complaint process by completing a short evaluation at
<https://icrc.iowa.gov/file-complaint/complaint-process-evaluation>.

IOWA CIVIL RIGHTS COMMISSION COMPLAINT FORM

515-281-4121 / 800-457-4416 / Fax: 515-242-5840 / icrc@iowa.gov / https://icrc.iowa.gov

ICRC CP# 04-2278263 (AGENCY USE ONLY)

Local Commission#

EEOC# 261A-2022-00580

Iowa Civil Rights Commission
400 East 14th Street
Des Moines, Iowa 50319-0201

(PLEASE TYPE OR PRINT LEGIBLY)

SECTION 1 • COMPLAINANT INFORMATION

Your legal name: Alexandra Distance Marie Wilson

Your mailing address: 4713 Ontario St #4

City: Ames State: Iowa Zip Code: 50014

Telephone #: 5153579725

Email address: adwilson8@dmacc.edu

Your date of birth: 01/26/1982

Have you previously filed this complaint with any other federal, state, or local anti-discrimination agency? ☐ Yes ☒ No

If yes, what agency? _____ When? _____

SECTION 2 • DISCRIMINATION INFORMATION

1. Please indicate the AREA(S) in which the discrimination occurred.

☒ Employment ☒ Public Accommodation ☐ Housing
☐ Education ☐ Credit ☐ Retaliation

2. Please indicate the ACTION(S) that the organization took against you.

☐ Demotion ☒ Failure to Train
☒ Denied Accommodation or Modification ☐ Forced to Quit/Retire
☐ Denied Benefits ☐ Harassment
☐ Denied Financial Services/Credit ☐ Layoff
☒ Denied Service ☐ Reduced Hours
☒ Discipline ☐ Reduced Pay
☐ Eviction ☐ Sexual Harassment
☒ Failure to Hire ☐ Suspension
☐ Failure to Promote ☒ Termination
☐ Failure to Rent ☐ Undesirable Assignment/Transfer
☐ Failure to Recall ☐ Unequal Pay
☒ Other: unequal treatment

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3. Please indicate the BASIS(ES) or reasons for the discrimination.

a. Do you believe you were discriminated against because of your race? No

If yes, what is your race? _____

b. Do you believe you were discriminated against because of your skin color? No

If yes, what is your skin color? _____

c. Do you believe you were discriminated against because of your national origin? No

If yes, what is your national origin? _____

d. Do you believe you were discriminated against because of your sex? Yes

If yes, what is your sex? transgender female

e. Do you believe you were discriminated against because of your sexual orientation? No

If yes, what is your sexual orientation? _____

f. Do you believe you were discriminated against because of your gender identity? Yes

If yes, what gender do you identify as? female

g. Do you believe you were discriminated against because of a real or perceived disability? No

If yes, what is your real or perceived disability? _____

h. Do you believe you were discriminated against because of your religion or creed? No

If yes, what is your religion or creed? _____

i. Do you believe you were discriminated against because of your pregnancy or pregnancy - related condition? No

j. If your complaint involves employment or credit, do you believe you were discriminated against because of your age? No

If yes, do you believe you were discriminated because you are older or because you are younger? _____

k. If your complaint involves housing or credit, do you believe you were discriminated against based on your familial status? No

If yes, how many children live with you? _____

l. If your complaint involves credit, do you believe you were discriminated against based on your marital status? No

If yes, what is your marital status? _____

m. Do you believe you were retaliated against because you reported discrimination to someone within the organization, filed a complaint with the ICRC, or participated as a witness in an anti-discrimination agency proceeding?

No

If yes, what did you report or complain about, and to whom?

State what happened to you as a result of your report or complaint.

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4. What was the date (month/day/year) of the MOST RECENT discriminatory incident? (REQUIRED):

03/31/2022

5. If Employment is the Area, what is your hire date or application date? 10/20/2021

6. Are you still employed by the organization that discriminated against you? ☐ Yes ☒ No

If no, when did your employment end? 03/31/2023 (month, day, year)

If no, how did your employment end?

☒ Terminated

☐ Forced to Quit/Retire

SECTION 3 • RESPONDENT INFORMATION

7. What is the full legal name of the organization that discriminated against you?
[This organization will be charged with discrimination and given a copy of your complaint.]
Three organizations: Love Club LLC, Reliable Street Inc, Lockwood Cafe - see attached document

Address: 4625 Reliable St

City: Ames County: Story State: Iowa

Zip Code: 50014 Telephone #: (515) 231 - 2907

8. If the organization listed in #7 has a parent organization or corporate office, list it here.
[This organization will also be charged with discrimination and given a copy of your complaint.]

Address:

City: State:

Zip Code: Telephone #: () -

9. Provide the address of the location where the discrimination occurred:

4625 Reliable St, Ames IA

10. If you are claiming harassment, identify the individual(s) who harassed you. These individuals will be charged with discrimination and will be given a copy of your complaint.
Note: Individuals cannot be named as respondents in complaints in the Area of Education

Name: Job Title:

Work or Home Address:

Name: Job Title:

Work or Home Address:

If more than two individuals, please list by name, job title, and address on an attached piece of paper.

11. If Employment is the Area, indicate approximate number of ALL employees (full-time and part-time) at ALL employer locations nationwide (REQUIRED):

☐ 4-14 ☒ 15-19 ☐ 20-100 ☐ 101-200 ☐ 201-500 ☐ 500+

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SECTION 4 • BRIEF SUMMARY OF ALLEGATIONS

Please describe what happened to you. State how you were discriminated against. What happened? When did it happen? Be sure to address each Action you checked on page one and each Basis you addressed on page two. *[Please read the instruction sheet before writing your brief summary.]*

See attached PDF for details. Additional evidence available upon request.

Actions the organizations took against me –

discipline – I was told to leave the property and not return.

denied accommodation – I am no longer allowed accommodations from the businesses.

denied service – I am no longer allowed service by the businesses.

failure to train – instead of training me to communicate in a different manner that would work better for complainant(s), they did not train me at all. Instead they punished me for communicating with employees via the forum I was directed to communicate to them with.

termination - terminated from the work (should have been employed, but was not properly - they violated Fair Labor Standards Act - see attached document.

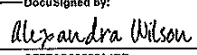
unequal treatment – a female who complained was believed and I was treated like a predator based on typical prejudices people have against transgender women, "men invading womens' spaces".

Bases for their actions – although I do not know if it was any one of the following, I strongly believe it was at least one of the following and probably a combination:

sex – a non-transgender woman who complained about me was given preferential treatment during the investigation, with a presumption of guilt against me. Complainant was believed and I was not even asked about any incidents or interactions.

gender identity – I was treated unfairly in their investigation of the complaints, with a presumption of guilt based on typical prejudices many transgender women face.

I certify under penalty of perjury and pursuant to the laws of the State of Iowa and the laws of the United States of America that the preceding charge is true and correct.

X DocuSigned by:

CET5CB39556A4EE...
Signature of Complainant (REQUIRED)

4/28/2022

Date

It is not necessary that you provide any additional documentation at this time. Be aware that any additional documentation provided with your complaint form will be sent out to all named parties along with this form. An opportunity to provide additional documentation will be given at a later time if/when the complaint is accepted by the ICRC. Any submitted additional documentation/narration of more than five pages may result in a delay in the processing of your complaint.

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Sondra Wilson
 sdwilson@dmacc.edu

Complaint to Iowa Civil Rights Commission

Summary:

Following ~6 months managing and performing the vast majority of planning and labor on a garden and prairie restoration project on behalf of two local businesses (Reliable Street, Inc and Lockwood Cafe), Lockwood employee Willa Colville and “possibly” another person lodged slanderous complaints against me with the owners, Lyndsay Nissen and Sharon Stewart. Instead of asking me about it or explaining to me what happened, the owners kicked me off the property and told me not to return. I was not reimbursed for months of labor improving the property, and was instead cut off from many community members and friends as a result of being slandered and banned from these businesses. I left robbed of my time and labor and emotionally drained – my reputation marred by the accusations. To this day don’t know why she filed it nor do I believe the complaint has any merit. I don’t know if there actually *was* a second complaint and *if* there was I am sure it is also false. The issue of being slandered is compounded by the businesses’ unfair and discriminatory handling of the complaint(s) which gave no opportunity for me to show my perspective or evidence I believe clearly exonerates me. I find it suspicious and offensive they chose to do all this on Transgender Day of Visibility; I believe their actions were based on typical prejudices transgender women face.

Finally, it was not until after all this that I found out the property is owned by LOVE CLUB LLC – a business I had never heard of. I did not know I was performing free labor on behalf of a for-profit business. Under the Fair Labor Standards Act regulations, an individual cannot volunteer services to a private, for-profit company. I feel used and severely mistreated, and want reimbursed for my time and emotional suffering.

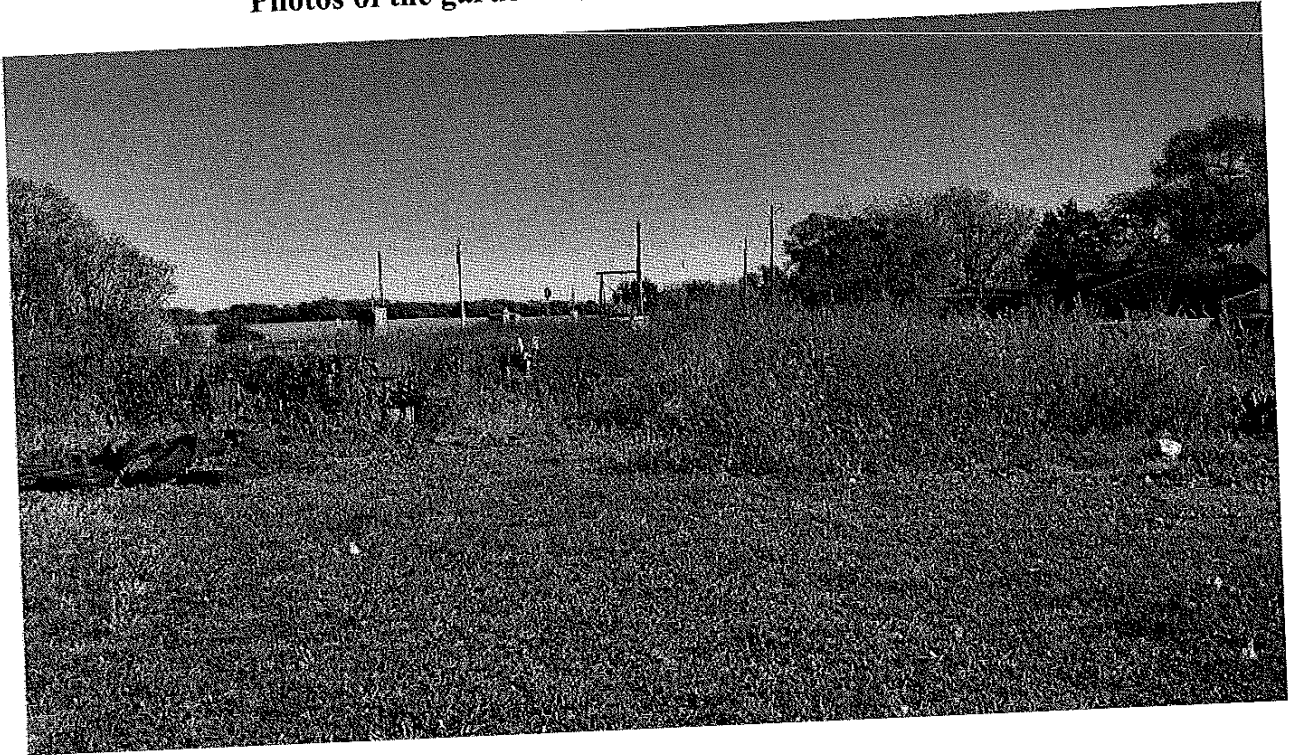
Involved parties:

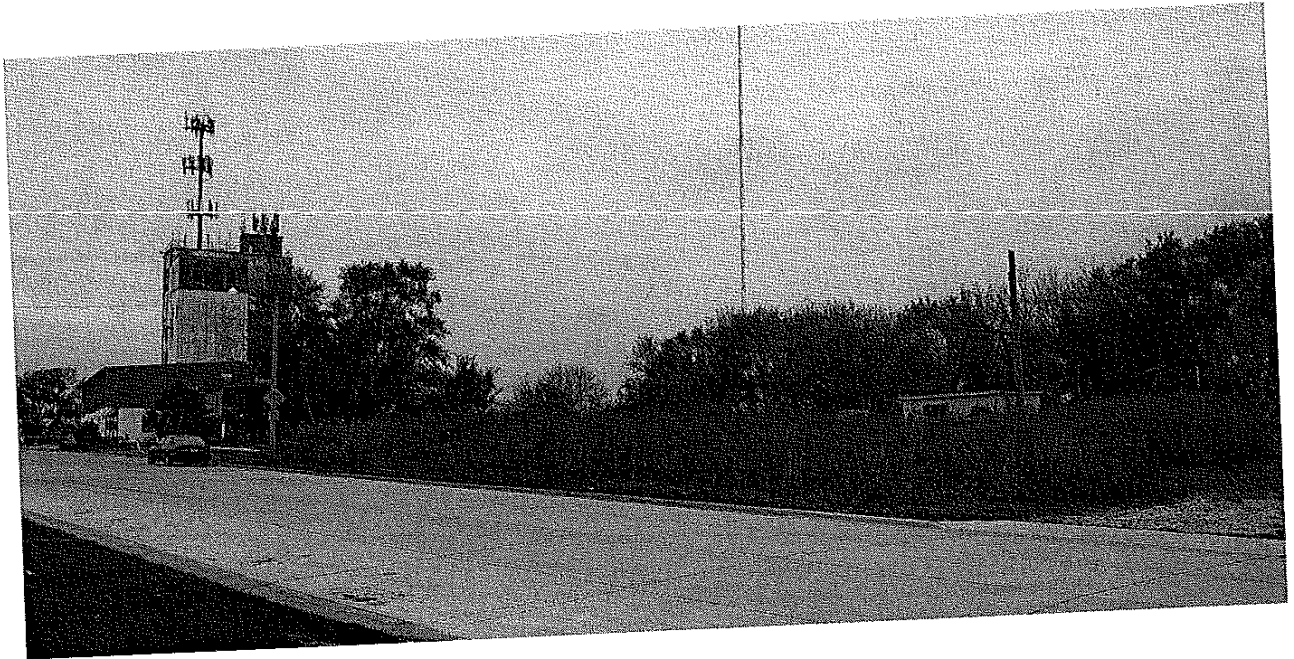
- **Willa Colville** – employee of Lockwood Cafe. Filed a false report against me to business owners Lindsay Nissen and Sharon Stewart. Damaged my reputation.
- **Jane Doe** – although I haven’t seen evidence that there was a second complaint nor can I fathom who the second complainant(s) may be, Lindsay and Sharon alleged that there was “more than one complainant”.
- **Lyndsay Nissen** – owner/operator of Love Club LLC and Reliable Street, Inc. Removed me from the property without compensation following ~6 months labor improving her business’s property, thereby breaching our agreement.
 - **Love Club LLC** – registered owner of 4625 Reliable Street, where the incident occurred. I was not aware this business existed until after the incident, when looking up the property on the County Assessor’s website.
 - **Reliable Street, Inc** – a 501c3 nonprofit that performs the majority of its operations at 4625 Reliable Street. I was under the mistaken impression the property was owned by this organization.
- **Sharon and Austin Stewart** – owners/operators of Lockwood Cafe.
 - **Lockwood Cafe** – Lockwood rents space on the property to run their cafe.

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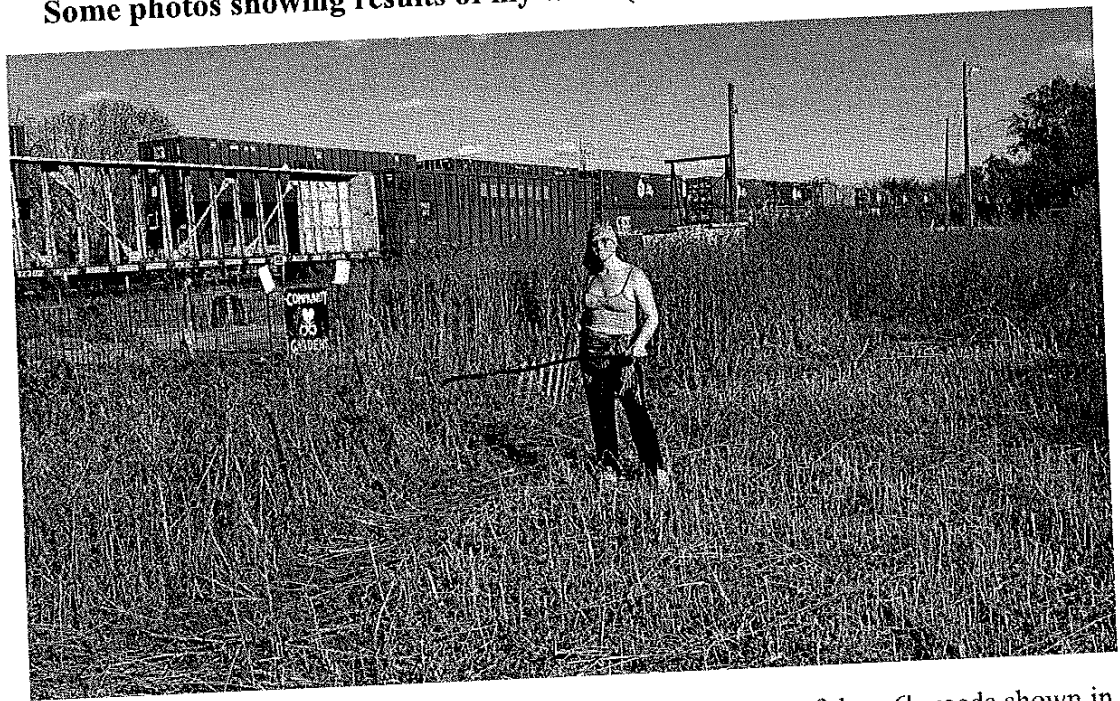
- **SHEPH (Students Helping End Poverty and Hunger)** – local high school gardening club that has permission to garden on the property. I was the appointed Manager of the garden, and assisted SHEPH with planning and labor. High school student Emily Hoag is the President. We interacted fairly frequently.

Photos of the garden from Oct 2021 (before my work):

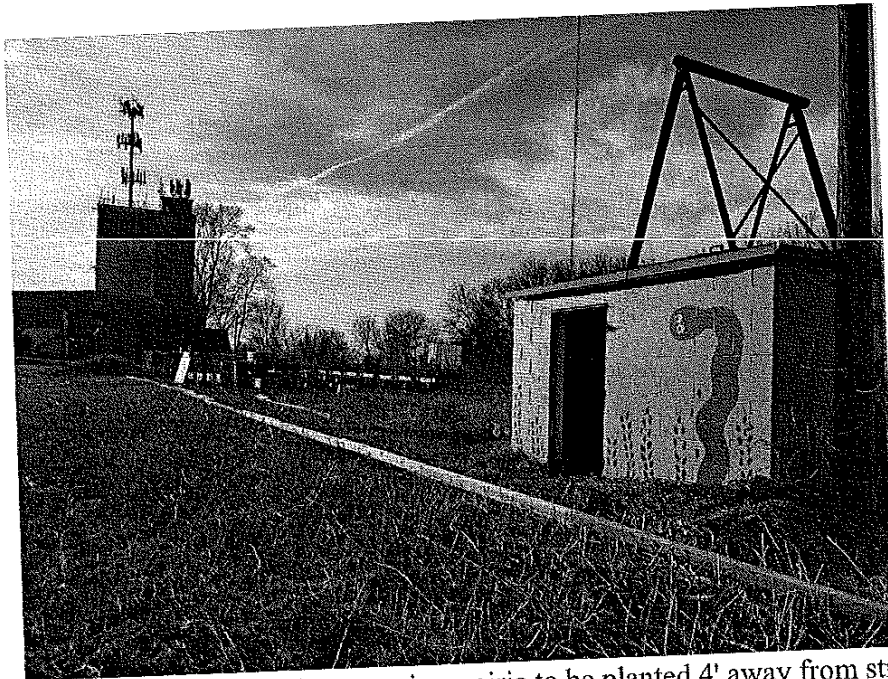




Some photos showing results of my work (more available upon request):



Weed abatement for prairie restoration: I cleared the vast majority of the ~6' weeds shown in previous photos by hand (and scythe) with the help of local farmer and prairie specialist Nate Kemperman. Most of this area was going to be replaced with native prairie. Nate was one of three local prairie specialists I invited to the property to help with planning.



Mulch and wood frame: City regulations require prairie to be planted 4' away from structures. Prairie restoration specialists suggested wood chips and 4x4s to be wetted prior to control burning to protect infrastructure. I arranged for (and loaded/unloaded) ~6 loads of mulch to be brought in to surround the garden and shed, and purchased many of the 4x4s for the project.



Painted signs: Sharon suggested I make signs around the garden where needed. Here is one of the signs I painted with my friend Lydia. I arranged to have the large water catchment in the background of the photo hauled to the property (and helped haul it).

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Additional work:

All involved parties were invited to and many participated in the Discord server (<https://discord.gg/cv9gkY9XWh>) and in-person meetings. Although they did not have much time to be involved with the projects, I informed owners Lindsay, Sharon, and Austin when needed (since they didn't join Discord) due to the fact that one of their primary complaints was that the previous managers did not keep in communication with Reliable/Lockwood. I included ideas proposed by the various parties into the projects, such as:

- using blueprints and list of plants provided by SHEPH, created step-by-step instructions for use by the students: how and when to sprout, (trans)plant, and care for each plant.
- improved the compost system and included plants for use at Lockwood as suggested by Sharon. Invited ISU compost specialist Steve Jonas to the property to help improve Lockwood's composting system;
- tagged SHEPH and Denise in our Discord server to coordinate use of to-go containers for sprouting as suggested by Denise;
- reworked the compost system and rain barrels with input from Austin;
- made plans with Sylvie Smith to integrate her herb garden, we planned to purchase them from the nursery together when it was time to transplant;
- integrated Sid Barfoot's compost sifting technique;
- and more.

Timeline:

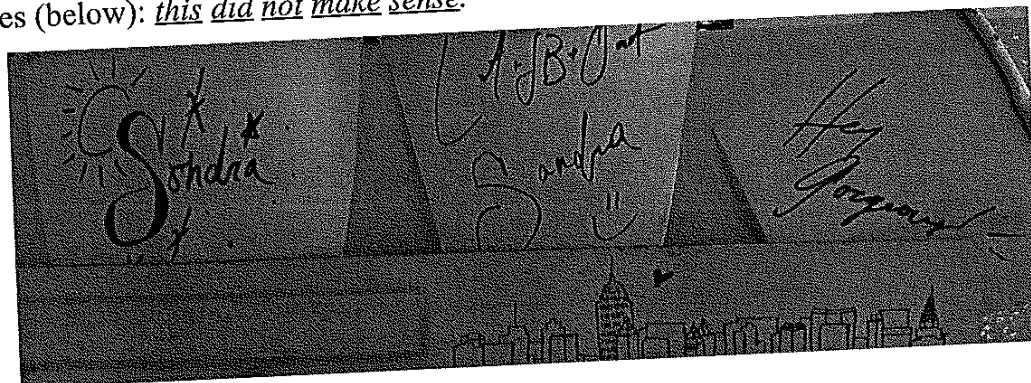
October 2021 I was appointed Manager of the garden and prairie restoration – Lindsay and Sharon asked if I would manage the garden because it was not being properly cared for by SHEPH. (I am an author known for my skills with gardening and native plants.) I agreed and proposed to install native prairie as well, which was approved. Lockwood Cafe offered me 50% employee discounts on all purchases. I essentially became the only adult manager working directly with SHEPH in order to plan and maintain the garden.

Soon I was directed to correspond with employees Willa Colville and Denise Martinez because they wanted to help with the garden, however both employees had little time available to devote to the project. Willa assisted me in the garden on a few occasions and thus became my primary correspondent on behalf of Lockwood. Willa and Denise attended meetings with SHEPH and me, and both joined and participated in the Discord server.

March 2022 the project was going excellent – After investing ~6 months of research and labor into the project, relations with all parties appeared to be excellent. I honestly felt I had developed lasting friendships with all parties, as well as surrounding community members who interact with Lockwood and Reliable Street. I received many compliments on the improvement of the garden area, including from the owners and their customers. I was asked to host the open mic events on more than one occasion when Lindsay was unable to.

March 31, 2022 (Transgender Day of Visibility) removed from the project because of slanderous comments – Lindsay and Sharon arranged for me to meet them at the garden to give a tour of the work I'd done and explain to them what supplies were needed. I was really looking forward to this, but instead when I arrived they informed me that "multiple people" complained that I was "violating their space" and made them feel "unsafe". I could not fathom who would have said these things, and asked why no one ever told me. They told me the complainants said they "tried to tell me" and that I should "read a book on active listening". I left in tears with no idea who may have said these things.

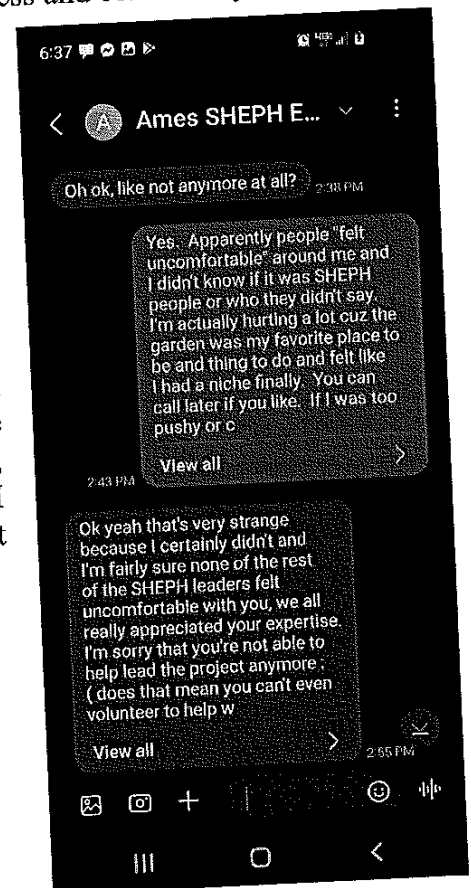
April 1–4 investigated the situation, no one felt uncomfortable – For several days and near-sleepless nights I felt stressed and confused by the situation. It did not make sense; I had no idea who said these things or why. I contacted several friends I interact with regularly through Lockwood/Reliable, and all of them told me that I have never made them feel uncomfortable. My fridge is decorated with sweet messages written on my to-go packaging by Lockwood employees (below): this did not make sense.





I was concerned about my reputation because when community members ask about me, what will people say? "She was making people feel unsafe and not respecting peoples' space." It makes me sound like a predator. As a transgender woman people already face this stereotype of me, and I always try to be mindful about peoples' personal space. I'm concerned what people around town will now think of me – how this affects my business and community relationships.

I contacted Sid Barfoot who works with me in the garden and Emily Hoag from SHEPH because she and I talk regularly. I wanted them to know I was removed from the project and frankly its not fair for them to be told slanderous statements about me when they ask where I am. I did wonder if one of the high schoolers complained about me because who knows maybe they didn't feel comfortable around a trans woman, so it was a heartwarming relief when Emily texted me the message shown at right. Sid also reassured me she never felt uncomfortable and she enjoyed working with me. Several other friends from the Lockwood/Reliable community told me I did not make them feel uncomfortable, and as hints of what may have happened came to light, I wondered if Willa complained even though that wouldn't make sense. I wrote her a letter.



April 7, 2022 Willa Colville informed me she complained – Willa wrote the following to me, for the first time informing that she has felt like I've violated her space and not respected her boundaries. Although I don't know what I did that made her feel this way, if she would have told me any of this I would have absolutely complied. Honestly my interactions with her aren't much different than they are with most people, and as mentioned previously other friends said they had no issue with me. Regardless I don't want people to feel uncomfortable around me so I'm more than willing to adjust behavior as needed.



Willa 04/07/2022

I am not going into detail because I still do not feel comfortable discussing this with you. For months, you have violated my personal space and not respected my boundaries. I did not know what to do because I didn't feel comfortable approaching you. So I said something to Sharon. I admit that the situation could've been handled better. If I had said something sooner, maybe things would be different but it is what it is.

It is apparent her complaints were handled unfairly – Again – on March 31 when Lindsay and Sharon approached me, I asked why the complainant(s) never told me they were feeling this way. They said the complainants claimed they “tried to tell me” and that I should “read a book on active listening”. However in Willa's above statement she acknowledges she did not try to tell me. I do not know if Willa misinformed her employers or if they misinformed me.

Willa's behavior indicates she did not feel violated by me “for months”; it shows the opposite – Willa and I were regularly in contact through text messages. We organized and volunteered at community activities together, and gardened together at times. She never indicated to me that she felt uncomfortable with any part of our communications. In fact she showed the opposite.

The following are text messages Willa sent to me within two weeks of when I was kicked off the property.

Possible misunderstanding? On March 16 when I asked if she wanted to help in the garden she told me she was “having a rough time mentally” and felt “burnt out”, but also indicated she wanted to stay involved. I may have misunderstood when she said she was “hoping to get a day off” – usually on her days off she liked to garden, but perhaps this time she meant for herself.

12:47



Lockwood Willa

12:49 PM, Mar 16

Hey... I have been having a rough time mentally the past couple weeks. I've had to work everyday so I'm just a little burnt out. I don't think I'll be able to help with the garden until things slow down for me at LW. I have roughly 80 seedlings at my apartment though- cucumber, tomatoes, peppers... obviously we won't use all of them but I figure we will be able to use a couple of them. So I'm gonna focus on the baby veggies for now.

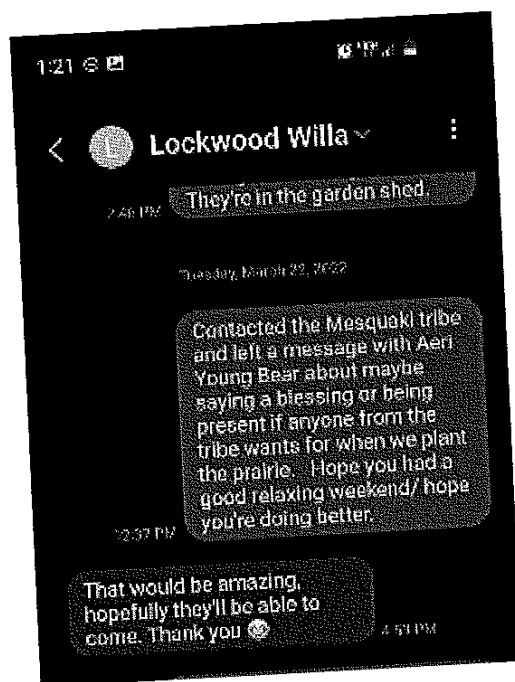
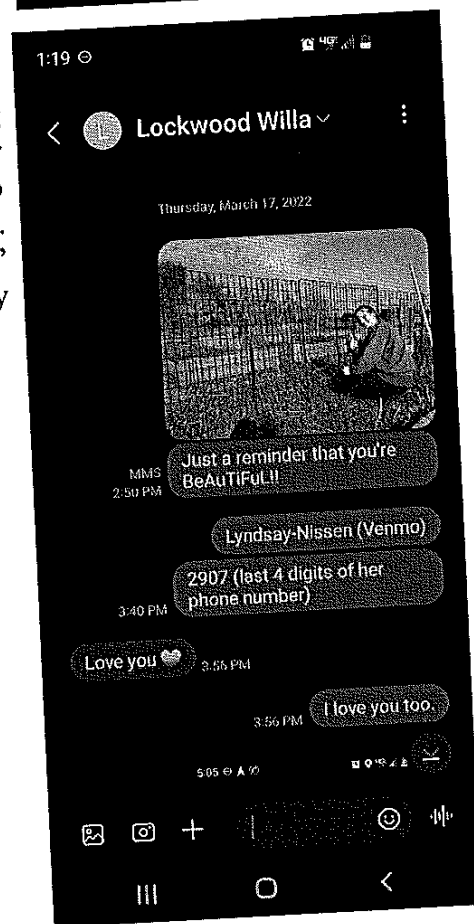
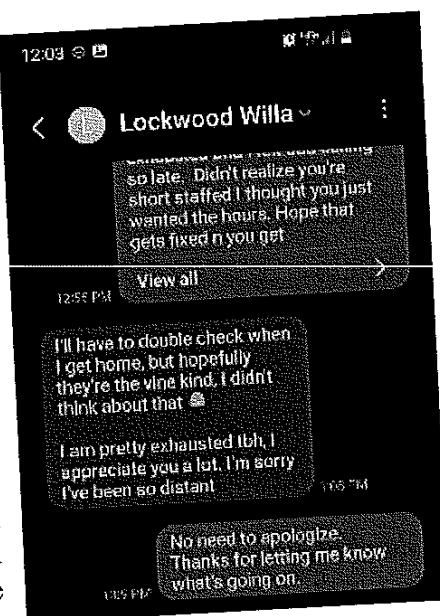
I'm hoping to get a day off next week but since we are short staffed I dunno if that will happen...

Willa indicated we were friends: not that she felt “violated”
 – When I responded to her previous text (including asking what types of cucumbers she had – which explains her response), she went above and beyond responding to my question and added “I appreciate you a lot. I’m sorry I’ve been so distant.” *How could I have known she felt uncomfortable?*

I responded with the following (lower right) trying to be a supportive friend reminding her of good times, and sent her Lyndsay's Venmo info which we had talked about because she and I pitched in toward the cost of the seeds. Her response was “Love you <3”.

The vast majority of my interactions with Willa have been about the garden or prairie because again she was who I was first instructed by Lockwood to work with, and she had always been excited about the projects, giving her perspective and contributing regularly.

One of my final interactions with her prior to being confronted by Sharon and Lyndsay is shown below. I gave her an update on the prairie situation because I knew she was also excited about it including wanting to help purchase the seeds. Again her response shows she did not appear to feel “violated” or like I was “crossing boundaries” of which I was unfairly accused.



Who is at fault – While I think it is very important for young women (and people in general) to ask for help if they feel their personal boundaries are being crossed, it is also important that elders help them learn how to safely and effectively establish boundaries through encouraging simple, straightforward communication. Sharon and Lyndsay's responses to receiving complaints were not only unfair – they were injurious and felt personal. Why they chose to hurt me really badly on Transgender Day of Visibility based on typical prejudices people have against transgender women pretty much ruins that day for me. I've suffered great emotional distress while cut off from my community as a result of their actions, and the organization I own also has its reputation in question.

I do not know who the other party or parties were who complained about me – or if another party *did* in fact complain about me – but it sounds like a similar situation: someone “felt” a certain way around me (presumably based on their feelings and not my actions), then complained about me. Looking back I cannot think of a single instance where I violated anyone's space, including Willa's, but I assure you I was ever told anything I would have backed off immediately and stopped doing whatever she or others didn't feel comfortable with. I was not given that opportunity or respect.

Actions the organization took against me –

- **discipline** – I was told to leave the property and not return.
- **denied accommodation** – I am no longer allowed accommodations from the businesses.
- **denied service** – I am no longer allowed service by the businesses.
- **failure to train** – instead of training me to communicate in a different manner that would work better for complainant(s), they did not train me at all. Instead they punished me for communicating with employees via the forum I was directed to communicate to them with.
- **unequal treatment** – a female who complained was believed and I was treated like a predator based on typical prejudices people have against transgender women, “men invading womens' spaces”.

Bases for their actions – although I do not know if it was any one of the following, I strongly believe it was at least one of the following and probably a combination:

- **sex** – a non-transgender woman who complained about me was given preferential treatment during the investigation, with a presumption of guilt against me. Complainant was believed and I was not even asked about any incidents or interactions.
- **gender identity** – I was treated unfairly in their investigation of the complaints, with a presumption of guilt based on typical prejudices many transgender women face.

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APR 29 2021

Conclusion: I have worked diligently, volunteering countless hours for Reliable and Lockwood. When leaving the situation I would have strongly preferred to have photos of before and after the garden and prairie restoration. Such photos would help build my portfolio so I could show other land owners what I am capable of doing and perhaps find work. Instead I leave empty-handed, my reputation and my business's reputations slandered: "I was asked to leave because women complained I made them feel unsafe and I was violating their space." I have been severely harmed by the businesses unfair and discriminatory practices.

To resolve this matter, I would like:

- Lockwood Cafe, Love Club LLC, and Reliable Street, Inc ought establish fair protocol for handling complaints.
- a settlement to reimburse me for my labor and emotional distress.
- a written letter of apology.

Does the Iowa Civil Rights Act have jurisdiction?

The Iowa Civil Rights Commission is a neutral, fact-finding law enforcement agency that enforces the "Iowa Civil Rights Act of 1965," Iowa's anti-discrimination law.

The "Iowa Civil Rights Act of 1965" prohibits discrimination in the areas of employment, housing, credit, public accommodations and education. Discrimination, or different treatment, is illegal if based on... sex, sexual orientation, [or] gender identity....¹

LOVE CLUB LLC used me as unpaid labor without my knowledge or consent:

When I accepted the management position for the garden, I was made aware of two organizations on the property:

1. Lockwood Cafe, a for-profit business, and
2. Reliable Street, Inc, a 501c3 non-profit.

While Lockwood is primarily run by Sharon and Austin Stewart, Reliable is primarily run by Lyndsay Nissen. I was told that "Lindsay owns the property", so she had the final say on whatever happened on the property. I was offered 50% discounts on all purchases from Lockwood, but as far as I knew I was volunteering my time and energy on behalf of Reliable.

It was not until late March 2022 that I became aware there may be a third organization involved, but I was not told to what extent. I found this out because on Feb. 21 I forwarded an Iowa Sales/Use/Excise Tax Exemption Certificate to Lyndsay for use in purchasing the prairie seeds. When I saw her in person a days later she informed me that she probably couldn't order the seeds through Reliable Street because the garden and prairie may be outside the scope of

¹ "About Us." Iowa Civil Rights Commission, <https://icrc.iowa.gov/about-us>.

the 501c3, "I can just order them through the LLC instead," she said. I still did not know what she meant until after I was removed from the property, at which time I looked up on the County Assessor's website to see who owned the property at which time I learned it is owned by LOVE CLUB LLC.

LOVE CLUB LLC violated the Fair Labor Standards Act:

Step 1: Understand the Definition of an Employee

An employee is a worker who performs services for the employer, and the employer controls how and what the employee will do. The Fair Labor Standards Act (FLSA) defines the term "employ" to include "to suffer or permit to work" for an employer. Employees must be paid at least minimum wage and receive overtime for any hours over 40 in the workweek unless otherwise exempt under federal law.

Step 2: Understand the Definition of a Volunteer

A volunteer donates his or her time and energy without receiving financial or material gain. Guidelines exist for volunteers in the public and nonprofit sectors in which payment of minimum wage or overtime would not be necessary. The individual would need to a) work toward public service, religious or humanitarian objectives; b) not expect or receive compensation for services; and c) not displace any genuine employees. Under FLSA regulations, an individual cannot volunteer services to a private, for-profit company.

Step 3: Comply with State and Federal Laws

There are no general regulations that permit volunteering of services to an employer in the private sector. All hours worked must be paid. According to the FLSA, an employer must pay all employees not less than the minimum wage for all hours worked. The FLSA regulation 29 C.F.R. §785.44 states that time spent in work for public or charitable purposes at the employer's request, or under the employer's direction or control, or while the employee is required to be on premises, is working time. The Wage and Hour Division of the U.S. Department of Labor (DOL) states that employees cannot volunteer to do the same type of work that they perform as a part of their normal work duties and that the hours must be included in calculating hours worked. Time spent voluntarily engaged in civic, charitable or humanitarian activities that are completely different from the employee's normal work duties and outside of the employee's normal working hours would not be considered work time. In addition, an individual would need to volunteer without any coercion or undue pressure. The DOL has provided this direction regarding volunteers in several opinion letters.²

² Society for Human Resource Management. "How to Determine If an Individual Is a Volunteer or an Employee." *SHRM*, Society for Human Resource Management (SHRM), 2014, <https://www.shrm.org/resourcesandtools/tools-and-samples/how-to-guides/pages/volunteeroranemployee.aspx>.

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APR 29 2021

IOWA CIVIL RIGHTS COMMISSION

Contact Information

Note: This information will NOT be given out to anybody.
It is for ICRC use only.

Your Name: Alexandra "Sondra" Wilson

Contact Person

Please provide the name and telephone number of a relative or friend who will always know where you can be reached. Your "Contact Person" should be someone who does not live with you.

Name: Herb Wilson

Mailing Address: 4505 SW Sawgrass Pkwy

City: Ankeny

State: Iowa

Zip Code: 50023

Telephone #: (home) 515-520-0209

(work) _____

(cell) 515-520-0209

E-mail: jherbw@gmail.com

☐ Please check box if the above listed Contact Person is Complainant's attorney and is representing the Complainant before the ICRC.

ICRC RECEI
APR 29 2022

IOWA CIVIL RIGHTS COMMISSION

Authorization Release Form

I hereby authorize anyone possessing medical, education, personnel, income, credit, or any other information necessary for a full and complete investigation, mediation, or conciliation of my complaint to furnish such information to the Iowa Civil Rights Commission and any other anti-discrimination agency.

I hereby release anyone so authorized, the Iowa Civil Rights Commission, and any other anti-discrimination agency from all liability for any damages whatsoever in furnishing and obtaining such information.

Name: Alexandra Wilson

Signature: DocuSigned by:
Alexandra Wilson
CF77CB39255A8E...

Date: 4/28/2022

ICRC RECEIVED
APR 29 2022 P

11/1/22, 8:27 AM

State of Iowa Mail - Re: Appeal for CP# 04-22-78265



Ubaldo, Ramona <ramona.ubaldo2@iowa.gov>

Re: Appeal for CP# 04-22-78265

1 message

Tue, Nov 1, 2022 at 7:42 AM

Wilson, Sondra <adwilson8@dmacc.edu>
To: "Iowa Civil Rights Commission, ICRC" <icrc@iowa.gov>, Ramona Ubaldo <ramona.ubaldo2@iowa.gov>

Dear ICRC:

I am curious why your agency decide that an investigation was warranted when it is so apparent that someone was not telling the truth; I even told you that in my appeal.

In all honesty, based on reading your Outline of Complaint Process page, I feel your decision not to even look closer really hurt me. I was truly expecting further investigation that would lead to mediation. I am looking for some explanation from whoever made the decision. Reading your rationale on the analysis you sent me really doesn't account for a lot of the case I presented.

Thank you for helping me to understand,

Sondra Wilson

From: Wilson, Sondra <adwilson8@dmacc.edu>
Sent: Monday, October 24, 2022 4:57 PM
To: Iowa Civil Rights Commission, ICRC <icrc@iowa.gov>; Ramona Ubaldo <ramona.ubaldo2@iowa.gov>
Subject: Re: Appeal for CP# 04-22-78265

Dear Iowa Civil Rights Commission:

With regard to the recent case, I have some questions:

1. When I informed you in my appeal that Charlie Esker lied to you in claiming he was a "patron", and in fact he has an art studio provided by Reliable St. and sells are there, did you follow up to verify? If not, why?
2. When I informed you that Lyndsay Nissen and Charlie lied with regard to me "stalking and harassing employees" and other fraudulent lies, why didn't you conduct interviews with employees and get affidavits to verify which one of us was telling the truth?
3. What role did Kim Reynolds serve in your decision to, in my opinion, prematurely close the case? Was she directly involved with the decision?
4. Which government agency has jurisdiction over statements people make to the Iowa Civil Rights Commission? As in, if Lyndsay and Charlie violated Iowa Code §714.8 (actual fraud), "[Any person who] makes any entry in or alteration of any public records... knowing the same to be false", which government agency should I contact to investigate this?

Thank you,
Sondra Wilson

From: ramona.ubaldo2@iowa.gov <ramona.ubaldo2@iowa.gov> on behalf of Iowa Civil Rights Commission, ICRC <icrc@iowa.gov>
Sent: Friday, September 30, 2022 12:04 PM
To: Wilson, Sondra <adwilson8@dmacc.edu>; Ramona Ubaldo <ramona.ubaldo2@iowa.gov>
Subject: Re: Appeal for CP# 04-22-78265

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Unfortunately unless you request the Right To Sue you are not entitled to the complete file, meaning, you can only receive what was sent to you or received from you. If you desire the complete case file you will need to request the RTS. BUT you absolutely do not want to request the RTS until you speak with an attorney. Please give me a call if you would like to discuss why and in more detail. Thank you!

Iowa Civil Rights Commission

400 E. 14th St.
| Grimes State Office Building
| Des Moines, IA 50319

Phone:
(515) 281-4121

E-Mail:
icrc@iowa.gov |

<https://icrc.iowa.gov/>

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On Fri, Sep 30, 2022 at 11:51 AM Wilson, Sondra <adwilson8@dmacc.edu> wrote:
Thank you.

I would like to perform a records request from the ICRC please; I am particularly interested in seeing the evidence and statements adverse parties submitted to support their claims. I can't imagine what is being taken out of context to support their claims, but I would like to review that and show it to an attorney.

I didn't see a place on your website for performing a records request; is there a link you can send me?

Thank you very much,
Sondra Wilson

From: ramona.ubaldo2@iowa.gov <ramona.ubaldo2@iowa.gov> on behalf of Iowa Civil Rights Commission, ICRC <icrc@iowa.gov>
Sent: Friday, September 30, 2022 11:18 AM
To: Wilson, Sondra <adwilson8@dmacc.edu>; Ramona Ubaldo <ramona.ubaldo2@iowa.gov>
Subject: Re: Appeal for CP# 04-22-78265

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Re: Appeal for CP# 04-22-78265

1 message

Wilson, Sondra <adwilson8@dmacc.edu>
To: "Iowa Civil Rights Commission, ICRC" <icrc@iowa.gov>

Wed, Sep 28, 2022 at 6:56 PM

Dear ICRC:

I want you to know that between keeping up with homework *and* heaving the emotional burden of being accused of many immoral things, the 30 day time limit for filing the appeal felt unmanageable.

I've been attempting to organize evidence in a way I think will make it simpler on your end to review facts, and in it I have included text messages between myself, Lyndsay Nissen, and Willa Colville. They are found in Folder A here: <https://drive.google.com/drive/folders/1HVPvGN9s4G6m8rpKb3ccmq0L2ekMvSep?usp=sharing>

I think you will find that the text messages between us indicate that Nissen was being untruthful in her accusations that I was "harassing and stalking Willa Colville". I have not seen Willa since the texts she sent me, and a person who was being "stalked and harassed" would not talk to someone in the way either of them address me in the texts. In Nissen's statements she described me as "cornering her", but every other text she has ever sent me has heart emojis and a friendly demeanor that I believe it exposes she was being untruthful to you.

I appreciate that you are looking back into this. I feel only recently I've had (barely) enough time to upload these documents and gather them together in this manner. I am currently waiting to hear back from you before filing with the EEOC, however when they review the case I would like them to see your evaluations of this evidence I bring before you now.

Should I be waiting for another letter from you with regard to this appeal?

CRS RECEIVED
SEP 29 2022 PM2

Thank you,
Sondra Wilson

From: hilda.coelho@iowa.gov <hilda.coelho@iowa.gov> on behalf of Iowa Civil Rights Commission, ICRC <icrc@iowa.gov>
Sent: Thursday, September 22, 2022 11:23 AM
To: Wilson, Sondra <adwilson8@dmacc.edu>
Subject: Re: Appeal for CP# 04-22-78265

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You're welcome!

Iowa Civil Rights Commission
400 E. 14th St.
| Grimes State Office Building

| Des Moines, IA 50319

Phone:

(515) 281-4121

E-Mail:

icrc@iowa.gov |

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On Thu, Sep 22, 2022 at 11:15 AM Wilson, Sondra <adwilson8@dmacc.edu> wrote:

Thank you. I appreciate that much.

Sincerely,
Sondra

From: hilda.coelho@iowa.gov <hilda.coelho@iowa.gov> on behalf of Iowa Civil Rights Commission, ICRC <icrc@iowa.gov>

Sent: Thursday, September 22, 2022 11:12 AM

To: Wilson, Sondra <adwilson8@dmacc.edu>

Subject: Re: Appeal for CP# 04-22-78265

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Thank you for letting us know, Sondra. I understand. We review your request. Have a great day!

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On Wed, Sep 21, 2022 at 12:35 PM Wilson, Sondra <adwilson8@dmacc.edu> wrote:

Dear ICRC:

I emailed you about the deadline ahead of time, and was told to email it by Sept. 3 and it would be fine, however today I received a letter denying my appeal because they said it was due the 2nd. I really wish I had been told this or I wouldn't have waited the extra day. I have never been treated as badly as I was by these people, and am disappointed that ICRC is not going to help.

Thank you anyway, but I feel my appeal should not have been denied based on being late, when I was told by ICRC that the deadline was the third.

Be well,

Sondra Wilson

From: roberto.rodriguez-peterson@iowa.gov <roberto.rodriguez-peterson@iowa.gov> on behalf of Iowa Civil Rights Commission, ICRC <icrc@iowa.gov>
Sent: Friday, September 2, 2022 1:49 PM
To: Wilson, Sondra <adwilson8@dmacc.edu>
Subject: Re: Appeal for CP# 04-22-78265

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Yes, go ahead and email it. The 30 days is a strict 30 days so make sure you have it emailed to us by tomorrow.
Thank you,

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| Grimes State Office Building
| Des Moines, IA 50319
Phone:
(515) 281-4121
E-Mail:
icrc@iowa.gov |

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On Fri, Sep 2, 2022 at 11:33 AM Wilson, Sondra <adwilson8@dmacc.edu> wrote:

Dear ICRC:

I nearly have a request for appeal typed up and ready to send to you. Tomorrow will be one month since I received the packet from you, so I should be within the 30 day time limit, albeit I'm cutting it close! This has just been emotionally difficult to right about and relive all this, so it hasn't been something easy to get down on paper because it has been such a traumatic experience. I just want to give you a heads up that I plan on getting it to you by tomorrow.

Thank you,

Sondra Wilson



Iowa Civil Rights Commission, ICRC <icrc@iowa.gov>

Folder shared with you: "Sondra Wilson - defamation case files"

1 message

Sondra Wilson (via Google Drive) <drive-shares-dm-noreply@google.com>
Reply-To: Sondra Wilson <adraghastar@gmail.com>
To: icrc@iowa.gov

Wed, Sep 28, 2022 at 6:49 PM

Sondra Wilson shared a folder



Sondra Wilson (adraghastar@gmail.com) has invited you to **contribute** to the following shared folder:

re: Sondra Wilson CP# 04-22-78265

 **Sondra Wilson - defamation case files**



Sondra Wilson is outside your organization.

[Open](#)

If you don't want to receive files from this person, block the sender from Drive

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You have received this email because adraghastar@gmail.com shared a file or folder located in Google Drive with you.

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Ubaldo, Ramona <ramona.ubaldo2@iowa.gov>

Re: Appeal for CP# 04-22-78265

1 message

Iowa Civil Rights Commission, ICRC <icrc@iowa.gov>

Fri, Sep 30, 2022 at 11:18 AM

To: "Wilson, Sondra" <adwilson8@dmacc.edu>, Ramona Ubaldo <ramona.ubaldo2@iowa.gov>

Good morning, it appears that decisions on your reopening request have been made and mailed out to all parties on 9/27/22. If you have additional questions at that time I encourage you to get legal advice from an attorney. If you wish to discuss further please feel free to contact me at 515-281-4430. Thank you and have a great day!

Iowa Civil Rights Commission

400 E. 14th St. | Grimes State Office

Building | Des Moines, IA 50319

Phone: (515) 281-4121**E-Mail:** icrc@iowa.gov | <https://icrc.iowa.gov/>

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On Wed, Sep 28, 2022 at 6:56 PM Wilson, Sondra <adwilson8@dmacc.edu> wrote:

Dear ICRC:

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I've been attempting to organize evidence in a way I think will make it simpler on your end to review facts, and in it I have included text messages between myself, Lyndsay Nissen, and Willa Colville. They are found in Folder A here: <https://drive.google.com/drive/folders/1HVPvGN9s4G6m8rpKb3ccmq0L2ekMvSep?usp=sharing>

I think you will find that the text messages between us indicate that Nissen was being untruthful in her accusations that I was "harassing and stalking Willa Colville". I have not seen Willa since the texts she sent me, and a person who was being "stalked and harassed" would not talk to someone in the way either of them address me in the texts. In Nissen's statements she described me as "cornering her", but every other text she has ever sent me has heart emojis and a friendly demeanor that I believe it exposes she was being untruthful to you.

I appreciate that you are looking back into this. I feel only recently I've had (barely) enough time to upload these documents and gather them together in this manner. I am currently waiting to hear back from you before filing with the EEOC, however when they review the case I would like them to see your evaluations of this evidence I bring before you now.

Should I be waiting for another letter from you with regard to this appeal?

Thank you,
Sondra Wilson

From: hilda.coelho@iowa.gov <hilda.coelho@iowa.gov> on behalf of Iowa Civil Rights Commission, ICRC <icrc@iowa.gov>
Sent: Thursday, September 22, 2022 11:23 AM
To: Wilson, Sondra <adwilson8@dmacc.edu>
Subject: Re: Appeal for CP# 04-22-78265

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Sincerely,
Sondra

From: hilda.coelho@iowa.gov <hilda.coelho@iowa.gov> on behalf of Iowa Civil Rights Commission, ICRC <icrc@iowa.gov>
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9/30/22, 11:14 AM

State of Iowa Mail - Re: Appeal for CP# 04-22-78265



Iowa Civil Rights Commission, ICRC <icrc@iowa.gov>

Re: Appeal for CP# 04-22-78265

1 message

Wed, Sep 28, 2022 at 6:56 PM

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To: "Iowa Civil Rights Commission, ICRC" <icrc@iowa.gov>

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Sent: Thursday, September 22, 2022 11:23 AM

To: Wilson, Sondra <adwilson8@dmacc.edu>

Subject: Re: Appeal for CP# 04-22-78265

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You're welcome!

Iowa Civil Rights Commission
400 E. 14th St.
Grimes State Office Building

https://mail.google.com/mail/b/AO3mRRYk90iIZfVg9Idn91sJUyugyc8zsr_U0dJhrovLqzCVORD/u/0/?ik=7846010182&view=pt&search=all&permthid=

9/30/22, 11:14 AM

| Des Moines, IA 50319

Phone:

(515) 281-4121

E-Mail:

icrc@iowa.gov |

<https://icrc.iowa.gov/>

State of Iowa Mail - Re: Appeal for CP# 04-22-78265

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<icrc@iowa.gov>

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To: Wilson, Sondra <adwilson8@dmacc.edu>

Subject: Re: Appeal for CP# 04-22-78265

The e-mail below is from an external source to DMACC. Please do not open attachments or click links from an unknown or suspicious origin.

Thank you for letting us know, Sondra. I understand. We review your request. Have a great day!

Iowa Civil Rights Commission

400 E. 14th St.

| Grimes State Office Building

| Des Moines, IA 50319

Phone:

(515) 281-4121

E-Mail:

icrc@iowa.gov |

<https://icrc.iowa.gov/>

This message is intended only for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient, you are hereby notified that any dissemination, distribution or copying of this message is strictly prohibited. If you have received this communication in error, please notify the sender by replying to his/her e-mail address noted above and delete the message.

On Wed, Sep 21, 2022 at 12:35 PM Wilson, Sondra <adwilson8@dmacc.edu> wrote:
Dear ICRC:

I emailed you about the deadline ahead of time, and was told to email it by Sept. 3 and it would be fine, however today I received a letter denying my appeal because they said it was due the 2nd. I really wish I had been told this or I wouldn't have waited the extra day. I have never been treated as badly as I was by these people, and am disappointed that ICRC is not going to help.

Thank you anyway, but I feel my appeal should not have been denied based on being late, when I was told by ICRC that the deadline was the third.

9/30/22, 11:14 AM

State of Iowa Mail - Re: Appeal for 04-22-78265

Be well,

Sondra Wilson

From: roberto.rodriguez-peterson@iowa.gov <roberto.rodriguez-peterson@iowa.gov> on behalf of Iowa Civil Rights Commission, ICRC <icrc@iowa.gov>
Sent: Friday, September 2, 2022 1:49 PM
To: Wilson, Sondra <adwilson8@dmacc.edu>
Subject: Re: Appeal for CP# 04-22-78265

The e-mail below is from an external source to DMACC. Please do not open attachments or click links from an unknown or suspicious origin.

Yes, go ahead and email it. The 30 days is a strict 30 days so make sure you have it emailed to us by tomorrow.
Thank you,

Iowa Civil Rights Commission
400 E. 14th St.
| Grimes State Office Building
| Des Moines, IA 50319
Phone:
(515) 281-4121
E-Mail:
icrc@iowa.gov |

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On Fri, Sep 2, 2022 at 11:33 AM Wilson, Sondra <adwilson8@dmacc.edu> wrote:
Dear ICRC:

I nearly have a request for appeal typed up and ready to send to you. Tomorrow will be one month since I received the packet from you, so I should be within the 30 day time limit, albeit I'm cutting it close! This has just been emotionally difficult to right about and relive all this, so it hasn't been something easy to get down on paper because it has been such a traumatic experience. I just want to give you a heads up that I plan on getting it to you by tomorrow.

Thank you,

Sondra Wilson

1/22
FCFR



Iowa Civil Rights Commission, ICRC <icrc@iowa.gov>

Re: Appeal for CP# 04-22-78265

1 message

Wed, Sep 21, 2022 at 12:35 PM

Wilson, Sondra <adwilson8@dmacc.edu>
To: "Iowa Civil Rights Commission, ICRC" <icrc@iowa.gov>

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Thank you anyway, but I feel my appeal should not have been denied based on being late, when I was told by ICRC that the deadline was the third.

Be well,

Sondra Wilson

From: roberto.rodriguez-peterson@iowa.gov <roberto.rodriguez-peterson@iowa.gov> on behalf of Iowa Civil Rights Commission, ICRC <icrc@iowa.gov>
Sent: Friday, September 2, 2022 1:49 PM
To: Wilson, Sondra <adwilson8@dmacc.edu>
Subject: Re: Appeal for CP# 04-22-78265

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Thank you,

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ICRC REC
SEP 22 2022

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Thank you,

Sondra Wilson



Iowa Civil Rights Commission, ICRC <icrc@iowa.gov>

Re: Appeal for CP# 04-22-78265

1 message

Sat, Sep 3, 2022 at 1:40 PM

Wilson, Sondra <adwilson8@dmacc.edu>
To: "Iowa Civil Rights Commission, ICRC" <icrc@iowa.gov>

Appeal for CP 04-22-78265.pdf

Thank you, ICRC. Attached is my letter requesting an appeal.

Thank you,

Sondra Wilson

From: roberto.rodriguez-peterson@iowa.gov <roberto.rodriguez-peterson@iowa.gov> on behalf of Iowa Civil Rights Commission, ICRC <icrc@iowa.gov>
Sent: Friday, September 2, 2022 1:49 PM
To: Wilson, Sondra <adwilson8@dmacc.edu>
Subject: Re: Appeal for CP# 04-22-78265

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Thank you,

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400 E. 14th St.
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| Des Moines, IA 50319
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ICRC REC'D
SEP 5 2022

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give you a heads up that I plan on getting it to you by tomorrow.

Thank you,

Sondra Wilson

Alexandra "Sondra" Wilson
4733 Toronto St. #112
Ames, IA 50014
adwilson8@dmacc.edu

Iowa Civil Rights Commission
State Office Building
400 E. 14th St.
Des Moines, IA 50319

Request for Appeal CP #04-22-7265

Dear Iowa Civil Rights Commission:

Although I am writing to request an appeal, my hopes for finding justice for this case have diminished as a result of the several false accusations and slanderous statements Nissen made in her response to the ICRC. I received a copy of these statements within the packet I received from ICRC on 8/3/2022, and I am appalled by and upset about her malicious dishonesty. I sincerely thought Love Club would simply settle because they knew what happened to me was wrong, and frankly I worked hard for them and accomplished a great deal during the months I worked there. However, instead their response, via Nissen, included the following false, slanderous accusations:

"Nissen alleges Complainant would come her regularly to talk about the garden and her ideas for it."

>>>> I never "cornered" Nissen to talk about the garden. She is the owner of the property. Mrs. Stewart (owner of Lockwood) frequently told me to "talk to Lyndsay (Nissen)" because she had "the final say" on anything property related. I approached Nissen to get permission at various times before making major changes so that she would not be disappointed with the results. Nissen *never* showed disinterest, annoyance, or otherwise when discussing the garden project. Rather, she often brought it up. I don't like how she now is attempting to frame these conversations as if I "cornered" her. That is ridiculous.

"Nissen states she told Complainant that yes, she could have the opportunity to work on the land, but that the others already involved had a plan. Complainant soon came up with the idea of a prairie, and Nissen encouraged her to talk to the other involved parties who already worked on the garden project. Regardless, Nissen states Complainant began to clear the weeds from the space she wanted to work in without talking to anyone else about it, and the prairie became an obsession."

>>>> Nissen and Stewart asked me to take lead the garden project, and to coordinate

with Lockwood Cafe employees Willa Colville and Denise Martinez, and SHEPH. They wanted me to take charge of the project because the high schoolers did not have time to perform many tasks which needed done. I suggested installing native tallgrass prairie to replace the tall weeds surrounding and encroaching into the garden, and on Oct. 22 I sent Nissen a proposal to install native tallgrass prairie; screenshot:

On Fri, Oct 22, 2021 at 12:47 PM Sondra Wilson (via Google Drive) <drive-shares-dm-noreply@google.com> wrote:

adraghastar@gmail.com shared a folder



adraghastar@gmail.com has invited you to contribute to the following shared folder:

The lyrics for the duet I mentioned (Deep Auburn Skies) is in this folder. I'll record an audio with my phone and add the file today so u can hear it.

Also the prairie file and open mic flyer pdf were moved into this folder.

Reliable Street Files

adraghastar@gmail.com is outside your organization.

Open

If you don't want to receive files from this person, block the sender from Drive

Continued: On Oct. 26 at the open mic Nissen approved the installation of the prairie, and on Oct. 31 I began clearing weeds. Nissen was aware that Luke Gran from Pruneterra had assessed the property for prairie installation. Nissen lied when she claimed that I "began to clear the weeds from the space she wanted to work in without talking to anyone else about it" and when she claimed that "the prairie became an obsession". Nissen approved prairie installation, and she attempted to shine me in a negative light when claiming it "became an obsession". I performed the labor we agreed upon, and approached her with ideas to get approval. How she now attempts to cast me in a negative light is disappointing, false, slanderous, and unfair.

"Nissen says she agreed Complainant could plant a prairie, and Complainant continued to push her for more control of the project."

>>>> Again Nissen attempts to cast shade on my character. What she said is absolutely false.

"Nissen alleges Complainant did not listen to others, she bulldozed them, and Nissen states she continued to attempt to get Complainant to listen to other people."

>>>> Nissen again is lying about my character and attempting to cast me into a negative light. I did not "bulldoze" anyone. For example, after Nissen removed me from the project and barred me from the property, I messaged SHEPH's president, Emily Hoag, with regard to what happened. You can tell by her response that students from SHEPH were not feeling "bulldozed" or as if I hadn't listened to them. Again Nissen is lying and attempting to cast shade on my character, and I am extremely disappointed in her.



"Nissen states Complainant wanted to raise money to buy the seed for the prairie but never did, instead she asked Nissen and others for donations for it."

>>>> I asked Nissen and others if they had any ideas for raising some funds for it. I never asked anyone for money for the project. Again Nissen is lying.

"Nissen notes the prairie was not the community project, the garden was."

>>>> Willa and Denise were both excited about working on the prairie together. Luke Gran and Nate Kemperman were also excited about it. SHEPH members were excited about it, and one member particularly was as she had written a paper about Iowa native prairie. While SHEPH did not have time to work on it, they were supportive and excited about it. Besides them, however, several community members donated time to help with the prairie. Although I proposed the idea, several people were involved. Again Nissen

is lying and attempting to cast me in a negative light.

"Nissen recalls Complainant spent money on garden purchases without authorization...."

>>>> I did not spend money on garden purchases without authorization. Nissen entrusted me with discretion with regard to improving the garden – she told me she was really impressed and happy with how the garden was looking after I installed 4x4s and wood chips which I purchased with my own money as donations to the project.. They were essential purchases because they were required by the City of Ames fire regulations for use in fire prevention throughout the prairie area. Again Nissen is lying. I feel used by her for my labor and kindness, and slandered by her repeated, manipulative lies which are aforementioned.

"[S]he began to solicit funds for them from café employees and customers, and others involved with the garden, which became very uncomfortable."

>>>> Again Nissen is lying. I never asked any cafe employees or customers – or others involved with the garden – for money. Here is what happened: when I told Colville that I purchased the 4x4s and related supplies due to the urgency of the project (the prairie was scheduled to soon be planted, and the area needed to be brought to fire code), Colville told me that I should really talk to Lockwood owners and Lyndsay about making the purchases. Lockwood owners and I discussed the garden frequently because several of them were involved, so I asked if they had any suggestions for getting donations for additional supplies. I was directed to talk with Nissen about this because she owns the property (she owns Love Club and appears to the CEO of Reliable Street, Inc.) It was the very next day that Nissen banned me from the property and robbed me of several months labor while slandering my name throughout the community.

"Nissen states Complainant had become "obsessed" with Colville, to the extent that Complainant was stalking and harassing her."

>>>> Again Nissen is lying. I never stalked nor harassed Colville, and the fact that she's lying about this is another example of how she is choosing to abuse me via trying to accuse me of something which is used as a typical stereotype against transgender women. Nissen has shown to me that she is an abusive, manipulative person.

"When the Colville complained to Stewart, she and other employees such as Martinez shared that Complainant had also made racist comments and inappropriate comments about employees' sexual identities, and they provide text messages and statements from employees and patrons who express these sentiments and those communications."

>>>> I never made racist comments nor did I make inappropriate comments about employees' sexual identities. I don't know what text messages or statements were taken out of context (or lied about) and submitted to you, but I am very against racism and sexism.

"One text message is a conversation between Complainant and an employee where Complainant wrongly identifies and asks questions about the employee's national origin.

>>>> I need more context (not sure what text this is), however I am absolutely certain that if I was inquiring about someone's ancestry, it was because I'm a history nut. Whatever I texted to whoever this is about is absolutely taking it out of context in order to slander my reputation.

"In a statement, a patron alleges he witnessed Complainant make racially insensitive comments, and Complainant harassing staff at the café, including asking them, other patrons, and even the high school students in SHEPH for money for the garden projects."

>>>> Whoever stated these things (assuming it is Willa Colville's best friend Charlie Esker) is absolutely lying. None of these things occurred. Again, I am very against racism and I never asked members of SHEPH, Lockwood staff, or patrons for money. SHEPH and I discussed fundraising ideas, but Esker was not present for these conversations and is lying. Esker displays sells his art and has a studio on the property where he works. However, here he pretends he's "a patron who witnessed this". These people are complete jerks.

"The patron alleges Complainant harassed him by texting and calling him and numerous others in the community, multiple times a day."

>>>> I texted people, and people texted back, but to now claim that I was harassing when we were having conversations they participated in is another lie. These people are evil.

"Nissen states Complainant was extremely defensive, did no personal reflection, and did not accept any responsibility."

>>>> What I was being accused of never happened, so no I will not accept responsibility for that. More manipulative lying from Nissen here.

"Nissen notes she gave Complainant \$300 in cash for the money Complainant spent without asking...."

>>>> Nissen gave me money to reimburse me for the purchases I made the two weeks prior for the fire safety. I never asked her for this money. Again Nissen is being manipulative and false in her claims.

"Prairie seed, though Nissen also provides an email stating Complainant was purchasing the prairie seed as a donation."

>>>> My boyfriend donated \$100 toward the prairie see purchase. Nissen said she would cover the rest. Anything she stated that doesn't align with this again is more manipulation.

In closing:

I really don't anticipate ICRC to take further action on this, however with Nissen, Esker, and others making abusive, false statements against me on the record, I felt it is necessary to file this appeal to refute their awful statements. I regret volunteering for them, and have learned in the future to always get a contract.

ICRC employees: thank you for your help in this matter. I really thought Nissen would just reimburse me for my time following the original filing – I had hoped for a mediator to be provided by ICRC, but I absolutely did not expect Nissen and related parties to file a string of lies and bullying within their statements. Now on your end it just probably looks like my word against theirs. I don't expect to find justice for how I was treated.

Sincerely,
Sondra Wilson

ICRC REC
SEP 5 202

7/5/22, 8:58 AM

State of Iowa Mail - More evidence CP#04-22-78265



Iowa Civil Rights Commission, ICRC <icrc@iowa.gov>

More evidence CP#04-22-78265

1 message

Sat, Jul 2, 2022 at 2:25 PM

Wild Willpower (Distance Everheart) <adraghastar@gmail.com>
To: "Iowa Civil Rights Commission, ICRC" <icrc@iowa.gov>

Dear ICRC:

This one kind of goes along with the previous email. When we ordered seeds for the prairie, I sent Lyndsay \$100 towards the seeds (thinking I was donating to Reliable Street). She ordered them on the amount I set up. Not sure if she ordered them with her personal account or LLC, but I don't own whichever debit card she purchased these with.

Hope this helps and thank you,
Sondra

On Tue, Jun 21, 2022, 2:36 PM Iowa Civil Rights Commission, ICRC <icrc@iowa.gov> wrote:
Received, thank you, Sondra. Have a great afternoon!

Iowa Civil Rights Commission
400 E. 14th St. | Grimes State Office
Building | Des Moines, IA 50319
Phone: (515) 281-4121
E-Mail: icrc@iowa.gov | <https://icrc.iowa.gov/>

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On Tue, Jun 21, 2022 at 11:08 AM Wild Willpower (Distance Everheart) <adraghastar@gmail.com> wrote:
Dear Iowa Civil Rights Commission:

My name is Alexandra "Sondra" Wilson, and I am contacting you regarding CP#04-22-78265.

I thought I should add this email from Lyndsay. When I said I was under the impression I was volunteering to help a nonprofit - notice she corresponded with me using the Reliable Street email address - me not knowing Love Club LLC existed. In this email she mentions that me and the head of the high school club (Emily) are leading the garden.

I'm not sure how much I should send you - we just have a lot of emails and texts. Just thought this one may be more relevant. We kept most communication orally because I live a couple blocks from there usually (with my boyfriend).

I don't know what the other side is saying - if they're going to be truthful or not - I just apparently don't know them that well, so thought this email maybe helps.

Thank you,
Sondra

----- Forwarded message -----
From: **Lyndsay Nissen** <lyndsay@reliablestreet.com>
Date: Thu, Jan 20, 2022 at 3:51 PM
Subject: Re: Ames High Environmental Sciences Course

<https://mail.google.com/mail/b/AHuVXToVF9reJU7KB49vHpg7hKXL5tq8eLqHEreV90kF0BiBx9jH/u/0/?ik=7846010182&view=pt&search=all&permthid>

ICRC REC
JUL 5 2022

7/5/22, 8:58 AM

State of Iowa Mail - More evidence CP#04-22-78265

To: Ava Anderson <883291And@ames.k12.ia.us>, Emily Poag <884578Poag@ames.k12.ia.us>, Sondra Wilson <adraghastar@gmail.com>

Awesome! I'm going to put you in touch with Emily Poag from SHEPH and Sondra Wilson. They are taking the lead on the community garden this upcoming season. I'm sure they would love to involve more people and have access to the greenhouse at Ames High. Thanks for reaching out!

Lyndsay

On Thu, Jan 20, 2022 at 12:13 PM Ava Anderson <883291And@ames.k12.ia.us> wrote:
Hello Lyndsay Nissen,

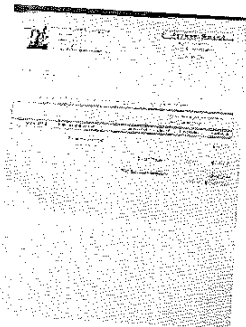
I'm Ava Anderson, a senior at Ames High School, and I'm in an Advanced Environmental Sciences class with Mr. Todd that's hoping to work with the Ames community. We're a class of 9 and we're reaching out to your **community garden** to be involved with your project because it's so closely tied to the environment or sustainability. If there are any projects in the time leading up to late May that could use a few more sets of hands or a group of attentive listeners, we would appreciate the opportunity to be involved!

Also, we do have access to a greenhouse here at Ames High and we can offer some space and our personal time to growing plants for gardens on top of the variety of native plants we're already growing.

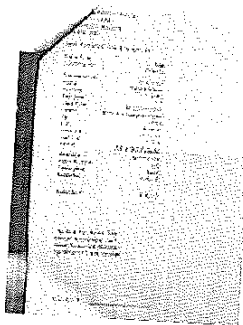
Thank you!!
Ava Anderson

This email account has been assigned to a student at Ames Community Schools and is for educational uses only. If you find this email to be inappropriate in nature please send the email and explanation to contentcompliance@ames.k12.ia.us

2 attachments



20220702_141435.jpg
2728K



20220702_141445.jpg
1954K

**Allendan Seed Company**

1966 175th Lane
 Winterset, IA 50273
 Ph: (515) 462-1241
 e mail: allendan@allendanseed.com

Payment Receipt

Page 1

Date: 28-Mar-22
 Memo # AR-05998
 Acct # WilsoSo

SEND TO: Sondra Wilson
 4505 SW Sawgrass Pkwy
 Ankeny, IA 50023

As of the above date, your Account with us has been adjusted as follows:

				Terms: For Aging Payments/Cr		
				Due: 28-Mar-22		
YOUR REF #	SUB#	DESCRIPTION	QUANTITY	PRICE	CHARGES	CREDITS

Payment Receipt
 VISA/MC #

\$242.13

Total Memos: \$0.00 \$242.13

Net Account Impact: (\$242.13)

CREDIT! DO NOT PAY!

SEED COMPANY
75TH LANE
TERSET, IA 50273
6-462-1241

Date: 3/28/2022 Time: 8:39 AM CST

Trans Type:	Sale
Customer ID:	WillsoSo
Transaction #:	377923337
Name:	Sondra Willson
Account:	*****2443
Exp Date:	****
Card Type:	MASTERCARD
Street:	4505 SW Sawgrass Pkwy
Zip:	50023
Entry:	Manual
Invoice #:	OP-14745
AuthCode:	273514
Result:	APPROVED

Message:	APPROVAL
Batch Number:	300
Description:	Seed
Subtotal:	\$242.13
Total Amt:	\$242.13

I Agree to Pay Above Total
Amount According to Card
Issuer Agreement (Merchant
Agreement if Credit Voucher)

Signature X_____



Iowa Civil Rights Commission, ICRC <icrc@iowa.gov>

Fwd: Ames High Environmental Sciences Course

1 message

Tue, Jun 21, 2022 at 11:07 AM

Wild Willpower (Distance Everheart) <adraghastar@gmail.com>
To: "Iowa Civil Rights Commission, ICRC" <icrc@iowa.gov>

Dear Iowa Civil Rights Commission:

My name is Alexandra "Sondra" Wilson, and I am contacting you regarding CP#04-22-78265.

I thought I should add this email from Lyndsay. When I said I was under the impression I was volunteering to help a nonprofit - notice she corresponded with me using the Reliable Street email address - me not knowing Love Club LLC existed. In this email she mentions that me and the head of the high school club (Emily) are leading the garden.

I'm not sure how much I should send you - we just have a lot of emails and texts. Just thought this one may be more relevant. We kept most communication orally because I live a couple blocks from there usually (with my boyfriend).

I don't know what the other side is saying - if they're going to be truthful or not - I just apparently don't know them that well, so thought this email maybe helps.

Thank you,
Sondra

----- Forwarded message -----

From: **Lyndsay Nissen** <lyndsay@reliablestreet.com>
Date: Thu, Jan 20, 2022 at 3:51 PM
Subject: Re: Ames High Environmental Sciences Course
To: Ava Anderson <883291And@ames.k12.ia.us>, Emily Poag <884578Poa@ames.k12.ia.us>, Sondra Wilson <adraghastar@gmail.com>

Awesome! I'm going to put you in touch with Emily Poag from SHEPH and Sondra Wilson. They are taking the lead on the community garden this upcoming season. I'm sure they would love to involve more people and have access to the greenhouse at Ames High. Thanks for reaching out!

Lyndsay

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Hello Lyndsay Nissen,

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Also, we do have access to a greenhouse here at Ames High and we can offer some space and our personal time to growing plants for gardens on top of the variety of native plants we're already growing.

Thank you!!
Ava Anderson

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Iowa Civil Rights Commission, ICRC <icrc@iowa.gov>

Document shared with you: "Reliable St. Garden and Prairie Timeline"

1 message

Tue, Jun 14, 2022 at 12:00 PM

Sondra Wilson (via Google Docs) <drive-shares-dm-noreply@google.com>
Reply-To: Sondra Wilson <adraghastar@gmail.com>
To: icrc@iowa.gov

adraghastar@gmail.com shared a document



adraghastar@gmail.com has invited you to **edit** the following document:

Dear Iowa Civil Rights Commission:

This goes with CP#04-22-78265. It is a timeline where I was recording my work (hours, progress) on the garden following my appointment to manage it. I was told it was a community garden and that I was managing it while the local high school group SHEPH (Students Helping to End Poverty and Hunger) was also working on it. We were also working toward growing that could eventually be used inside Lockwood - but that was planned for a ways down the future once get got it established and figured out the legalities. In December I stopped recording my hours here, and basically moved correspondence with everyone to this Discord server, where you can see additional documentation and blueprints, and the research I did to help the students:

<https://discord.gg/cv9gkY9XWh>

The students and I got along really well - there were no complaints there. I'm not sure what kind of evidence or additional documentation is useful to you, but I thought maybe this would help clarify some things.

Thank you,
Sondra Wilson

ICRC REC
JUN 14 2022

Reliable St. Garden and Prairie Timeline

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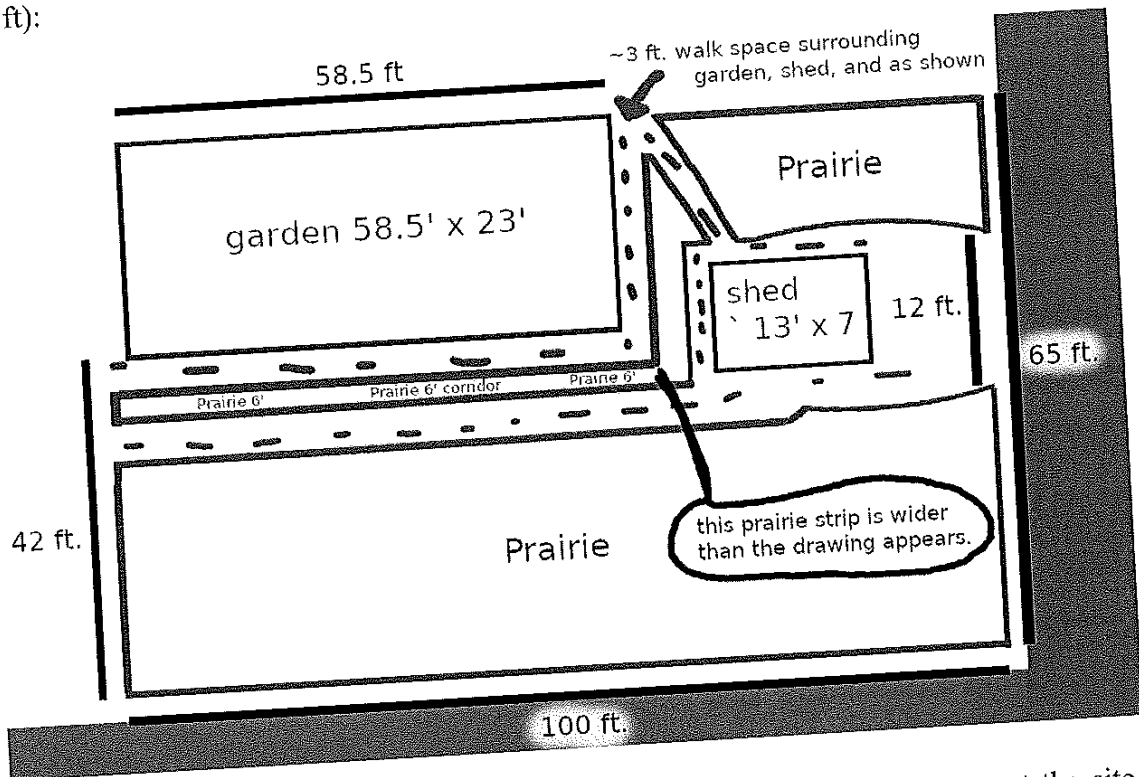
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Timeline of Reliable St. Garden and Prairie:

Oct. 20, 2:22 pm – 6:30 pm: created an online proposal to install native tallgrass prairie on the property of Reliable Street, Inc. Shared with owner Lynsey Nissen and Willa Colville. Scroll to the bottom of this document to view the original proposal.

Thurs, Oct 28, 11:45 am – 5:30 pm: recorded measurements around proposed area with Willa. Created blueprints and approximated square footage of areas to seed (~4875 sq ft):



Saturday Oct.30, 10 am – 3 pm: met with Luke Gran from Pruneterra at the site. Assessed the site and gave overview of processes required to burn existing weeds (and future prairie) and restore native prairie.

Began clearing weeds from around the perimeter of the garden after he left.

Sunday Oct. 21, 11:30 am – 3:30 pm: met with Nate from Mustard Seed Farms. Showed me how to scythe. Scythed area in front of the garden. Weeded around the perimeter of the garden by hand.



Monday Nov. 1, 1:30 – 3:30 pm: cleared more weeds around the perimeter of the garden with Willa Colville. Willa was still weeding after I left.



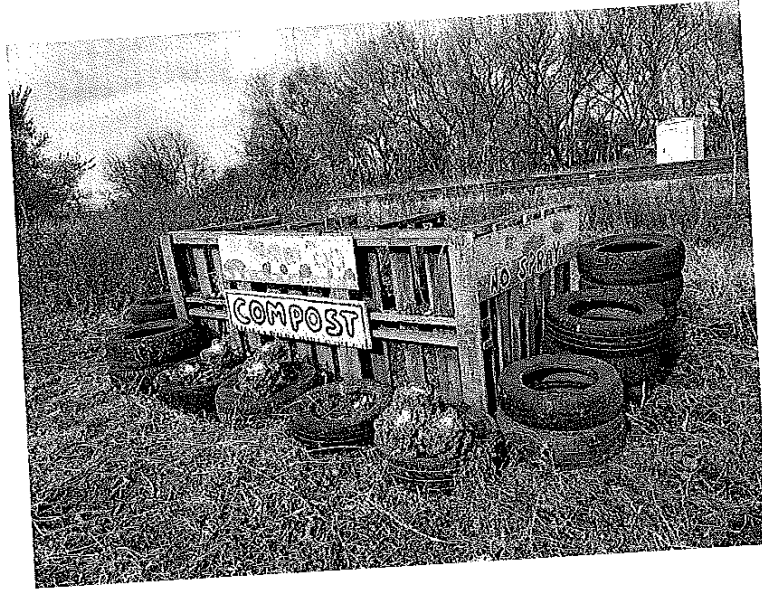
Wednesday Nov 3, 1 pm - 5 pm: continued weeding around garden. Dumped buckets of dirty water. Removed fibrous plants from compost again, and painted this sign:



Shoveled overflowing compost back into compost area. Before and after photos:



Thursday, Nov. 4, 11:30 am to 1 pm: Continued weeding around garden.
Picked up tires that were scattered across the ground, organized them by the compost.



Collected 4x4s from behind Lockwood, laid them around edge of garden as frame for wood chips:

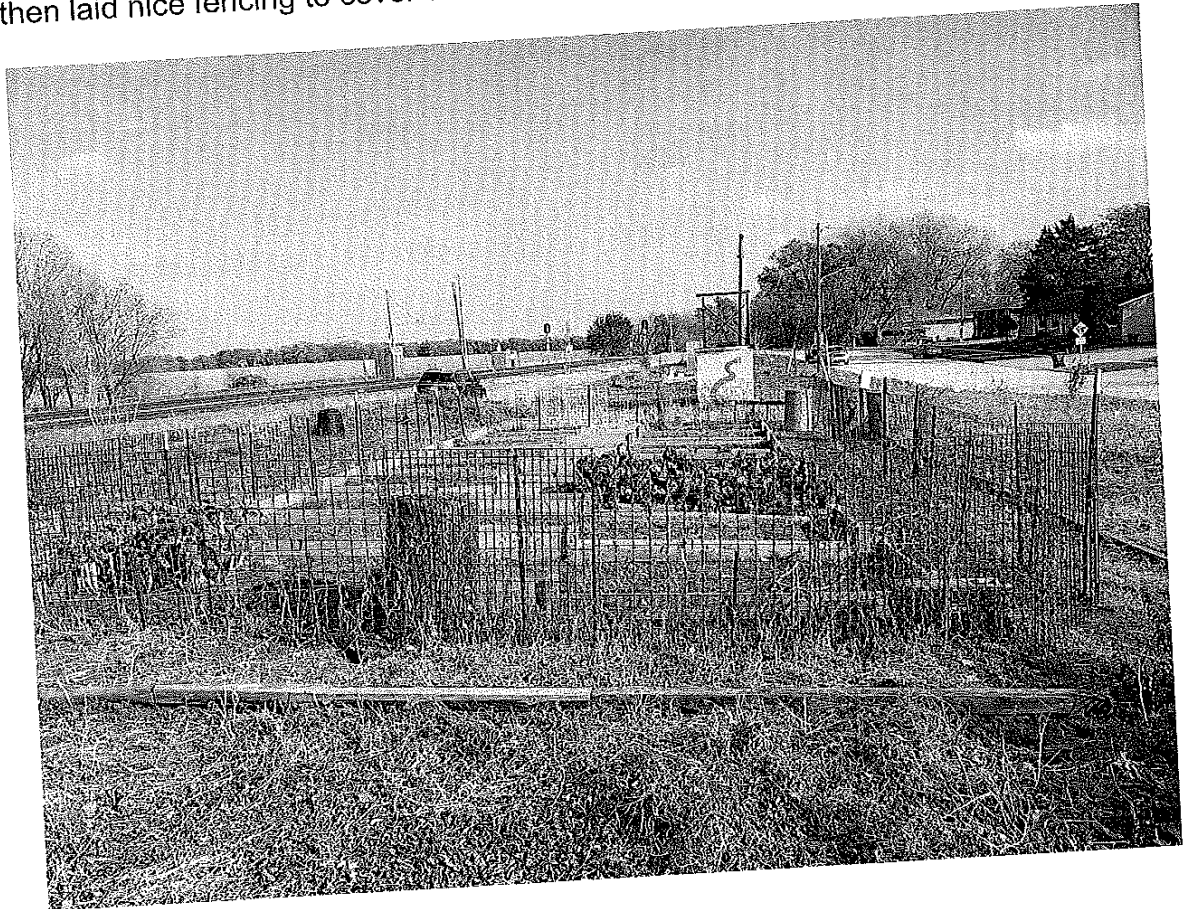


Friday, Nov. 5, 11 - 2 pm – : dumped barrels of dirty water, gathered hose up. Performed weeding.

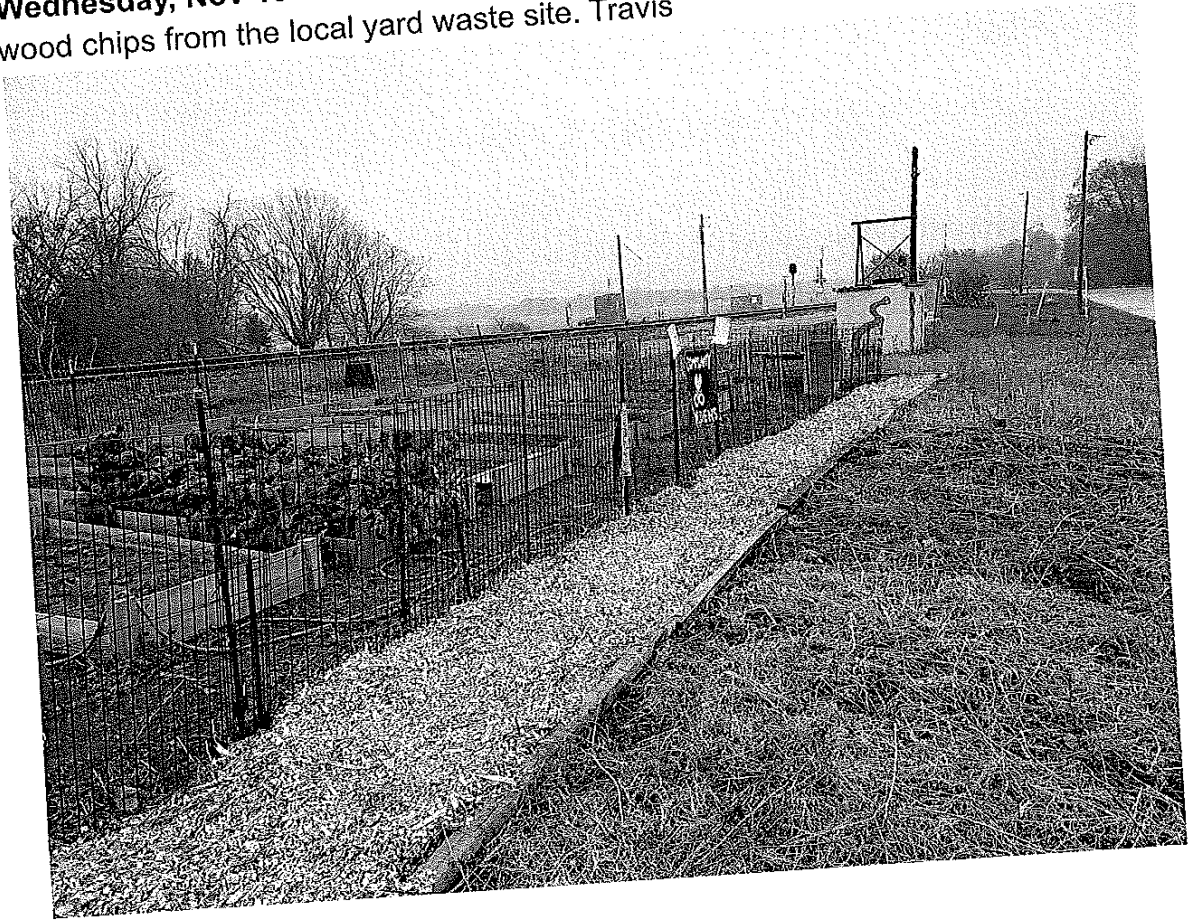
Saturday, Nov. 6: picked up trash from the prairie area. Did some weeding.

Sunday, Nov 7 12 pm – 3:30 pm: Scythed the rest of the front area with Nate Kemperman (Mustard Seed Farms). Spoke with Willa and Denise about upgrading the compost system.

Monday, Nov. 8, 10:30 am to 1:45 pm: Willa and I dug a trench around the garden to inlay 4x4s to use as a frame to install wood chips. Also gathered weeds that were scythed on Sunday and put them into piles. Removed plant debris from fencing. Removed 2 small tattered fences from in front of garden, then laid nice fencing to cover that area.



Wednesday, Nov 10 – Travis (from open mic) and I delivered the first load of wood chips from the local yard waste site. Travis





Wednesday, Dec. 8 – Met with 6 high school girls from the local garden club currently managing the garden:

- Discussed keeping transparency between three entities: Lockwood Cafe, Reliable Street, Inc, and the Ames High Garden Club.
 - Garden Club and I will maintain an online job board accessible by all parties. When a student performs a task in the garden, they'll write their name, task, and time they performed it on the job board. I will perform tasks as well and indicate them on the job board. This way we ensure the garden is watered on time and maintained as needed.
 - Garden Club is making a list of (1) companion plants (2) plants that are started indoors in a greenhouse before spring. Construction of a greenhouse on the property for this purpose was discussed.

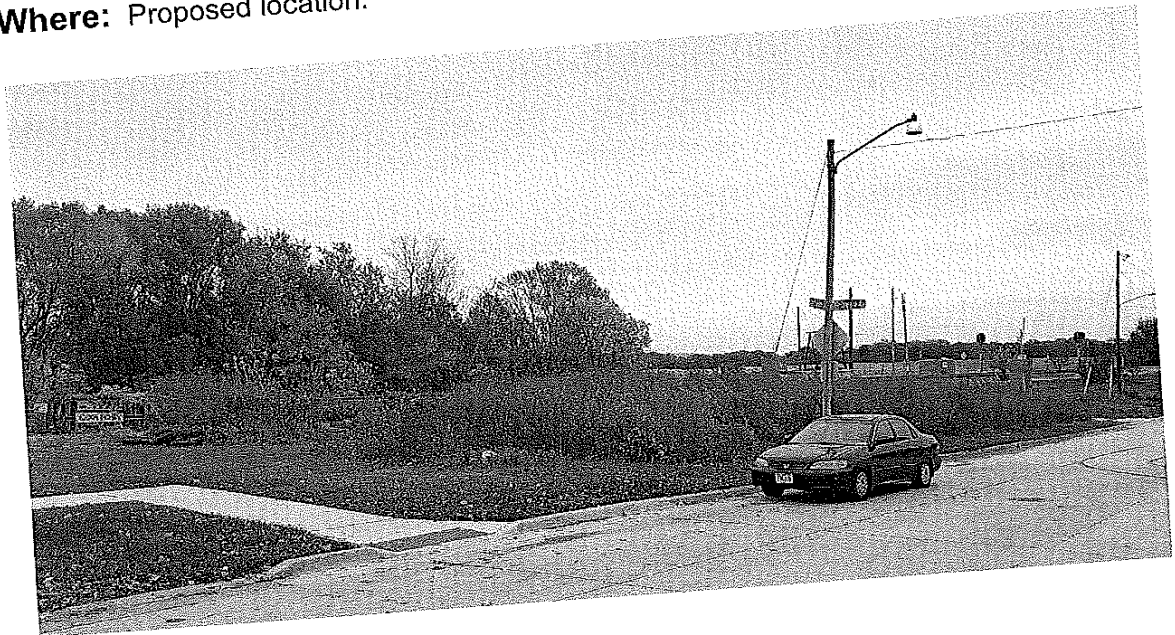
Saturday, Dec. 11 – hauled wood chips with Willa and her dad.

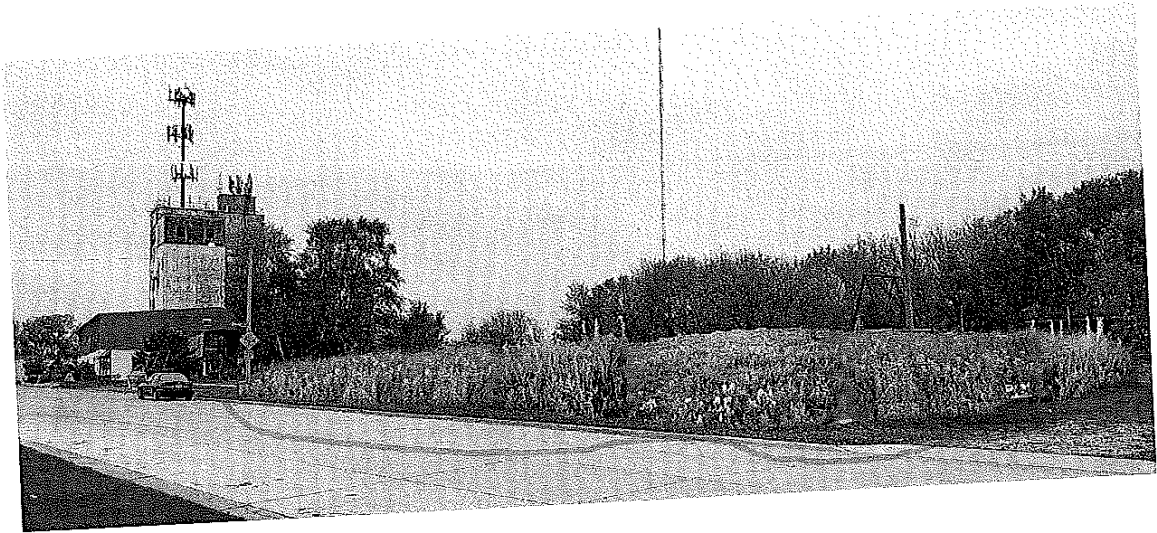
Proposal to install native tallgrass prairie at Reliable Street:

Proposal: To replace the large patch of (mostly lamb's quarter) in front of the Reliable Street's garden with native tallgrass prairie.

When: ASAP! (end of Oct./beginning of Nov.) Some seeds require winter frost in order to be able to propagate. Ideally we can get this done before the first snow.

Where: Proposed location:





Why: Prairie is *beautiful* and many plants are edible and/or have medicinal value! Iowa once contained the botanical biodiversity of the rainforests of South America, however today it is the most ecologically altered state in the union. Here's a webpage I compiled about the prairie:
<https://wildwillpower.org/amazing-resources-for-homesteaders/native-animals-who-need-recovery/prairie-restoration>





How: In Hawaii I went to "garden parties"; community would gather on a person's property - music, food, drinks, and participants were told *"if you don't mind grabbing a shovel and digging a few feet of space while you're here - that would be awesome!"* The following weekend we'd have a garden party at a different community member's home. These parties ensured all community members were prepped to have banging gardens each year.

We could have a garden party at Reliable Street and ask participants *"If you can pull up a little bit of lamb's quarter while you're here - any amount helps!"* I'm willing to volunteer additional time each day to continue prepping the area. We may be able to find someone with equipment to plough the area once the weeds are pulled?

Step-by-step instructions for restoring prairie:

Great, *simple* set of instructions by specialist Carl Kurtz! <http://carlkurtz.com/recon.html>

How-to videos by the Tallgrass Prairie Center:
<https://tallgrassprairiecenter.org/prairie-reconstruction-how-videos>

Places to order seeds:

Directory of seed providers courtesy Tallgrass Prairie Center:
https://tallgrassprairiecenter.org/sites/default/files/ia_prairie_seed_service_providers_03-21.pdf

Prairie Moon Nursery: <https://www.prairiemoon.com/>

City of Ames will help pay half the costs to install prairie!

Link to "Ames Native Landscape Rebate Program":
<https://www.cityofames.org/home/showpublisheddocument/37486/636422055435470000?fbclid=IwAR0CU8LRVRzMRx3iyR8Lh669RgSAQvRCmSPqx1SM20Sd4AFParqPSykiJE0>

Safely burning prairie is legal and encouraged in Ames:

Some plants require fire in order to propagate. Ames Fire Department will visit the property ~ 3 days after filling out the following "burn permit" to ensure it is done safely:
https://www.cityofames.org/government/departments-divisions-a-h/fire/planned-burn-permit-application?fbclid=IwAR18XA5EZqHlXlNvewvXwXhI2rz589Uwgbkr2t32_Bc99pG3Lemg1KHIZ3U

Here are the requirements in order to comply with fire regulations:

<https://www.cityofames.org/home/showpublisheddocument/47315/636714082591800000>
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Of note: prairie grass should be shaved to 3' height prior to burning.

After assessing the site, if there are additional precautions the owner(s) should take, the fire dept. will you know so that it can be done safely.

IA State University's "Intro to Iowa Native Prairie Plants" 8 page PDF:

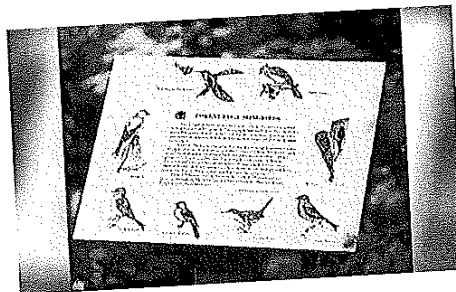
Identification-friendly photos and species list:
<https://store.extension.iastate.edu/product/Introduction-to-Iowa-Native-Prairie-Plants-Sustainable-Urban-Landscapes?fbclid=IwAR0yPOT-T89T4URYuoKUjat4-LUWL9AXQAxKCC5RMOFFmTy4kqsgJXpO5hY>

Make it into a movement? Some ideas:

Invite native teachers to give tours: For instance, Linda Black Elk (one of my friend's from Standing Rock:

<https://iowa.pbslearningmedia.org/resource/d35f11db-4248-4920-bbd2-1869b7393bd2/ethnobotany-botany-and-art-featuring-ethnobotanist-linda-black-elk-native-american-art-and-culture/>) would be more than happy to come out and teach traditional uses.

Educational plaques: help viewers identify plants. Include some edible and medicinal uses employed by various tribes: <https://myplantlabel.com/>



Children's activities: Sharon from Lockwood suggested coloring books and scavenger hunts, etc. to get kids involved.

Get certified by the National Wildlife Federation: Here's the link to do it:
<https://www.nwf.org/garden-for-wildlife/certify>

ICRC RECE
JUN 14 2027

Iowa Civil Rights Commission questionnaire:

Demotion/Discipline

1. What disciplinary action was taken against you? Include the date on which such action was taken and if the discipline consisted of some type of suspension or probation, be sure to include the length of time it was to last.

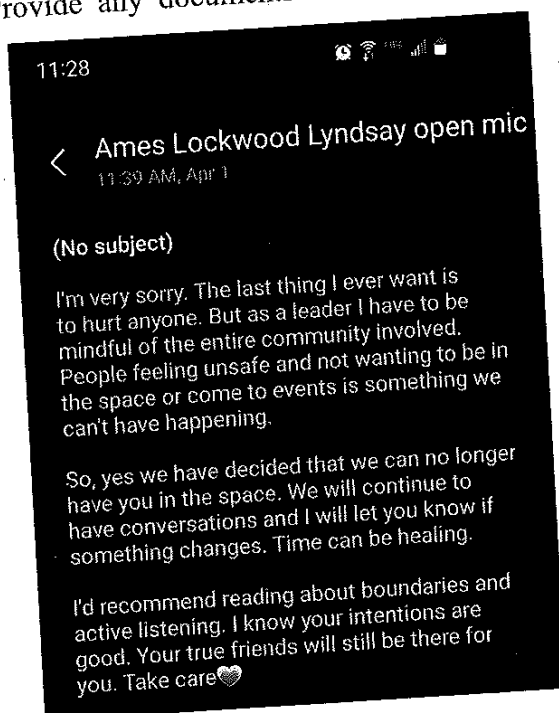
>>> On March 31, 2022 I was banned indefinitely from entering onto Love Club, LLC's property at 4625 Reliable Street. This included being banned from Lockwood Cafe and Reliable Street, Inc's art gallery, both of which are located on the premises. This also included being barred from continuing to work on the garden and prairie restoration I was managing on behalf of Love Club LLC, also located on the premises, or attending the open mics (which I hosted on multiple occasions).

2. Who made the decision to take disciplinary action against you? What is that person's sex. If there are separate disciplinary actions involved in your complaint, indicate who made the decision in each case, and their sex.

>>> Lyndsay Nissen and Sharon Stewart. Both female.

3. What reasons were given for the discipline? Provide any documents that refer to the disciplinary action.

>>> Lyndsay Nissen and Sharon Stewart alleged that "multiple people" claimed they felt "uncomfortable" and that I was "violating their personal boundaries". The next day, Ms. Nissen texted me the following (at right), which states that the complainant(s) felt "unsafe". On a following page is a Discord message from Willa wherein she states she claims I was "violating her space and not respecting her personal boundaries" (I am not sure why, and she never indicated this to me). She then states she felt "uncomfortable" talking about it with me, so she complained to the owner.





Willa 04/07/2022

I am not going into detail because I still do not feel comfortable discussing this with you. For months, you have violated my personal space and not respected my boundaries. I did not know what to do because I didn't feel comfortable approaching you. So I said something to Sharon. I admit that the situation could've been handled better. If I had said something sooner, maybe things would be different but it is what it is.

I am not the only person who has issues and brought them up. You have no idea who said what. So it is extremely inappropriate for you to reach out to all of these people after being removed from the space.

While the decision was not mine to make, I do believe it is the right one. I think you are a nice person, and you have taught me so much. You have many talents and passions that I admire greatly. This situation is really disappointing for everyone. If you need anything from Reliable ST, please contact Lyndsay before coming. I wish you well.

4. Does the employer have a progressive discipline policy? Explain your understanding of the policy.

>>>> No – the employer does not appear to have a progressive discipline policy. Sharon and Lyndsay did not specify any behavior or actions I took which merited banning me from the property, especially without warning. The allegations against me were vague, alleging that I “violated peoples’ personal boundaries” and made them feel “uncomfortable” and then later “unsafe”, but no specifics were given. No means of corrective action were offered. They claimed it was “too late”.

5. Have you received warnings or disciplinary action previously? If yes, describe.

>>>> No.

6. Describe the events leading up to the disciplinary action on this most recent occasion.

>>>> After managing the garden and prairie restoration ~6 months, I was working in the garden over spring break. Talked to owners about a couple small purchases we needed for the garden. Sharon and Lyndsay arranged to meet me at the garden to give them a progress report. When I arrived, they informed me they received complaints against me. I was not aware there was anyone upset with me. There was never any indication, and I honestly don't believe I did anything inappropriate. The allegations against me are inflammatory and false.

7. Why do you think the disciplinary action was unfair or discriminatory? Explain.

>>> First, I don't think I did anything that deserved the punishment Sharon and Lyndsay gave me. Complainants allegedly told them I was "violating their boundaries" and "making them feel uncomfortable". I asked for specifics, and Lyndsay mentioned "bombarding people with texts." This did not add up. I believe complainants did perhaps feel "uncomfortable" around me (presumably relating to my gender/sex), and I believe that if a non-transgender woman were in my position, they would have been asked about the situation and given a warning if needed. Instead owners presumed my guilt; a non-transgender was given unfair and preferential treatment, and I was discriminated against.

8. Is there someone else who engaged in the same conduct as you, or whose job performance is comparable? Give their name and position title. What, if any, disciplinary action did that person receive?

>>> I don't believe my conduct was much different from other peoples', and no, nobody's job performance was comparable.

9. What is that person's sex?

>>> N/A

10. If this complaint concerns a demotion, compare the duties, responsibilities, and pay in your former position and your current position. Provide documentation, if it is available to you.

>>> N/A

11. Is this a permanent demotion? (yes, no, unsure.) If it is permanent, who took over your job duties? What is their sex?

>>> N/A

12. Was there any grievance process available to you? If so, did you file a grievance? What was the result of the grievance? Provide any documents related to that grievance.

>>> No. There was not. I did, however, write a letter to Lyndsay and Sharon after the fact ("ATTACHMENT A") which I thought should exonerate me from the accusations. However they did not respond.

If you have other information that would help your case that was not adequately covered in the answers to the questions, please provide that information here or on a separate sheet of paper.

>>> I have two things to add:

(1) Originally when Lyndsay and Sharon confronted me, they said the complainants alleged I made them feel "uncomfortable" (not "unsafe"). This word cued me in to two other discrimination cases I've dealt with in California. I related these stories to Lyndsay in hopes she would see why people feeling "uncomfortable" around me may have more to do with their feelings than my actions:

One of the instances was my job at Leaf Cuisine in Culver City. My boss did not know I was transgender (when I was younger, I passed), and after he found out he fired me because he said he felt "uncomfortable" around me. I was unable to find representation at that time, as it is difficult to prove it was discrimination when the other side just denies it.

The second instance happened years later when I applied for a job at Good Earth in Fairfax, CA. After speaking with the owner, he arranged a meeting with a manager for an interview. Upon meeting, the manager stated that he "wasn't going to waste his time or mine" — he wasn't going to interview me or hire me because he felt "uncomfortable" around me.

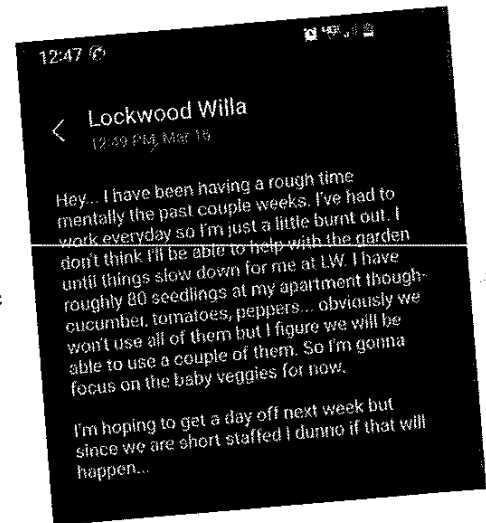
So, when Lyndsay and Sharon removed me from the property because people felt "uncomfortable" around me, this word "uncomfortable" stuck out. After I told this to Lyndsay and Sharon, Lyndsay sent me the above text (page 1) the following day, where she alleged they felt "unsafe" (a much more damaging word). I noticed Willa also pointed out in the above letter (page 2) she felt "uncomfortable" talking with me. I suspect that it was an underlying factor. Even if they didn't consciously feel discriminatory toward me, I truly believe if I was not transgender, there would not have been any issue whatsoever, and if there was, they would have handled it differently.

(2) Willa's behavior indicates she did not feel violated by me "for months"; it shows the opposite — Willa and I were regularly in contact through text messages. We organized and volunteered at community activities together, and gardened together at times. She never indicated to me that she felt uncomfortable with any part of our communications. In fact she showed the opposite.

The following page shows some text messages Willa sent to me within two weeks of when I was kicked off the property. Please ask yourself: "If someone were "violating your personal boundaries 'for months' — would you talk to them like *this*?"

Example 1:

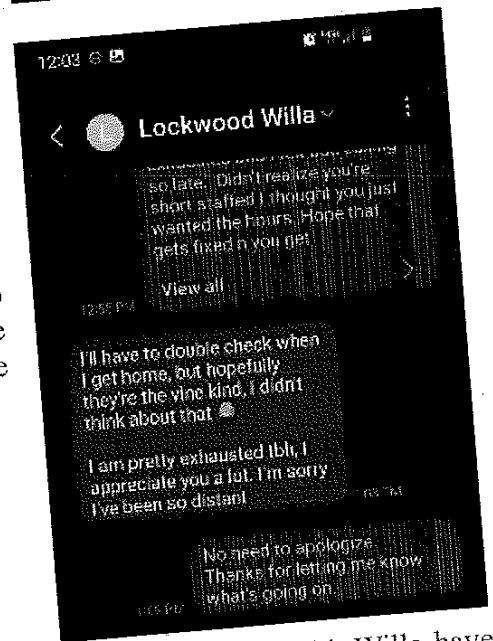
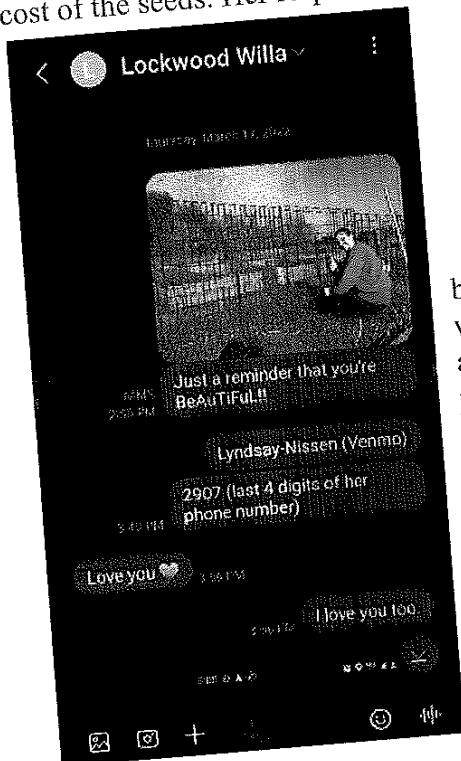
On March 16 when I asked if she wanted to help in the garden she told me she was "having a rough time mentally" and felt "burnt out", but also indicated she wanted to stay involved. I may have misunderstood when she said she was "hoping to get a day off" – usually on her days off she liked to garden, but perhaps this time she meant for herself.



Example 2:

When I responded to her previous text (including asking what types of cucumbers she had – which explains her response), she went above and beyond responding to my question and added "I appreciate you a lot. I'm sorry I've been so distant." *How could I have known she felt uncomfortable?*

I responded with the following (below) trying to cheer her up, and sent her Lyndsay's Venmo info which we had talked about because she and I pitched in toward the cost of the seeds. Her response was "Love you <3".



The vast majority of my interactions with Willa have been about the garden or prairie because again she was who I was first instructed by Lockwood to work with, and she had always been excited about the projects, giving her perspective and contributing regularly.

These texts are just some examples of our interactions via text. She never indicated anything I said was inappropriate because nothing was, and if she said something bothered her I would have changed. How Love Club handled her allegations against me left me robbed of months of labor, and emotionally wounded.

Failure to Hire

1. For what job did you apply (position title and date of application)? How did you find out about the job?

>>>> This is complicated and needs to be explained: I actually did not apply because I was not told the property was owned by Love Club, LLC. I was told about Lockwood Cafe (which operates on the property) and Reliable Street, Inc (a non-profit which also operates on the property), and was told that Lyndsay owned the property. I was under the impression I was volunteering to help Reliable Street Inc. It was not until after I was mistreated and banned from the property that I looked up the property on the County Assessor's website and learned that it is owned by Love Club, LLC. I had never heard of Love Club, LLC until then. By law – Love Club LLC should have hired me! Under the Fair Labor Standards Act, there are no general regulations that permit volunteering of services to an employer in the private sector. All hours worked must be paid. An individual cannot volunteer services to a private, for-profit company. Instead of hiring me, they exploited me for unpaid labor, then mistreated me while presuming I was not protected by labor laws.¹

2. What education/experience requirements were set forth in the job notice? Provide a copy of the notice or advertisement, if available.

>>>> Experience gardening. Sharon and Lyndsay were aware I had years of experience, and pretty decent people skills (we talked regularly and I got along well with their staff). Sharon approached me to ask if I would manage the garden, and Lyndsay put me in charge of improving it at my discretion.

3. Please provide a description, in chronological order, of what occurred during the hiring process. Include what you did, who you called, and who you saw. Provide copies of anything that you submitted during the hiring process, and of anything that you received from the respondent.

>>>> I noticed the garden was in disarray and not being watered enough. I asked Sharon if they could use some help tending it because I lived a couple blocks away. About two weeks later she approached me and said that she and Lyndsay wanted me to take over management of it. She said that Lockwood Cafe would provide me with an employee discount (50% off). There was no paperwork exchanged.

¹ Society for Human Resource Management. "How to Determine If an Individual Is a Volunteer or an Employee." *SHRM*, Society for Human Resource Management (SHRM), 2014, <https://www.shrm.org/resourcesandtools/tools-and-samples/how-to-guides/pages/volunteeroranemployee.aspx>.

4. Did you receive an interview? (yes, no) If so, describe what occurred during the interview – who was present, their job position, their sex, and any of the questions that were asked.

>>> No, however I had regular conversations with employees and the owners. The approached me because they knew and trusted me. We got along really well.

5. As far as you know, who was making the hiring decision for this position? What is their sex?

>>> Sharon and Lyndsay decided together, although because I was told that it's Lyndsay's property, she has the final say on everything. Lyndsay and Sharon are both female.

6. What did the selection panel/hiring official know about your qualifications, education, and work experience?

>>> We had conversations on several occasions previously; they were aware I had extensive experience with gardening and ethnobotany in California, including co-authoring a book on ethnobotany. They knew I had a desire to do the job because I enjoy this type of work.

7. Was a test conducted (yes, no) If so, what kind of test? Describe your performance on the test, or provide your test results, if available to you.

>>> There was no test.

8. Was the position you applied for covered by a union contract?

>>> No.

9. When were you notified that you were not hired? Who notified you? Give their name, sex, and position title.

>>> Please see my response to question #1. The situation is more complex than this.

10. What reason(s) were you given for not being hired? Explain.

>>> I was not told that a for-profit business owned the property. I was told Lyndsay owned the property.

11. Who was hired, if you know? What is their sex? What were their qualifications for the position?

>>> N/A

12. Was the person hired more qualified, less qualified or similarly qualified to you? Explain why you believe this to be the case.

>>> N/A

13. Why to you believe you were not hired for the position AND why do you believe you should have been hired? Why do you believe your sex was a factor?

>>> I believe I was not hired because Love Club LLC was trying to save money by misleading me into believing I was volunteering on behalf of the non-profit organization Reliable Street, Inc, which is also primarily operated by Lyndsay. I do not believe my sex played a factor in this aspect of Love Club's decision-making when it came to not hiring me. I do believe it played a factor in why they unfairly punished me for something I did not do.

If you have other information that would help your case that was not adequately covered in the answers to the questions, please provide that information here or on a separate sheet of paper.

>>> N/A

Failure to Train

1. Explain your understanding of the training program and policies at the Respondent.

>>>> There was no training program. I was the most experienced person working with the garden

2. Describe the type of training you were seeking. Include a description of how this training relates to your performance or productivity with the Respondent.

>>>> I sought training from Sharon and Lyndsay as to how I could behave in such a way that did not "violate the complainants' personal boundaries". I requested examples of actions I took which led to the complaints. They did not provide examples, however. They did not train me to perform better even when I felt honestly confused about it. After feeling confused about what I did wrong for several days, I came to the conclusion I was being gaslighted – made to question my own reality/sanity and blame myself, when in fact I was simply being mistreated.

3. How, and to whom, did you indicate your interest in the training?

>>>> Verbally, with Sharon and Lyndsay, when they first disclosed to me that they received complaints. I asked for specific actions I performed which caused the complainants to feel "uncomfortable" or like I was "violating their personal boundaries".

4. Did you receive any response to your request? What was the response? Include all the reasons provided to you.

>>>> Because they wanted to "protect the identity of the complainants", I was not given specifics. However, Lyndsay did mention "bombarding people with text messages" as an example. (No one ever indicated to me I was texting them too much. No responses from anyone on my phone indicate such. Messages from all related parties seem kind and friendly. Even my boyfriend inspected all my texts – we agree this was not an issue.)

5. Who informed you of the decision with regard to your request for training? To your knowledge, was anyone else involved in making the decision? Who? Include their position with the Respondent and their sex.

>>>> Lyndsay and Sharon denied my request for training, stating it was "too late". I do not know if others were involved in this decision. Lyndsay and Sharon are female.

6. Have you received or been authorized to receive other training by the Respondent? Provide the dates and title of those training programs.

>>> No.

7. With regard to the training class or program that you sought but did not receive, do you know who did receive that training? Include their name(s), position sex.

>>> No one received training. Love Club LLC should have performed training. The entire situation was inappropriately and unfairly handled.

8. Why do you believe your sex was a factor in the Respondent's denial of training to you?

>>> A non-transgender woman complained about me allegedly "violating her personal boundaries" and "making her feel uncomfortable". Because many people have this type of stereotype against transgender women, I was not asked about the complaints during Love Club LLC's investigation. Instead I was presumed guilty and punished accordingly.

9. Did you make or file any internal complaint with the Respondent with regard to the denial of training? What was the result of the internal complaint? Provide copies of any documents that relate or refer to the internal complaint.

>>> I wrote a letter ("ATTACHMENT A") to the owners explaining why their denial of training was unfair, and requested fair resolution. They did not respond to the letter.

If you have other information that would help your case that was not adequately covered in the answers to the questions, please provide that information here or on a separate sheet of paper.

>>> It may be worth noting that Love Club LLC, Reliable Street Inc, and Lockwood Cafe only have non-transgender, female employees. Although the businesses cater to LGBT+ community, now – after this whole ordeal – this seems somewhat performative because when a transgender woman was unfairly accused of something, it was easier to ban me from the property than to get both sides of the story and make a fair judgment. I honestly don't think they expected me to file a complaint or do anything "official" about it. They probably expected me to move on and not take any official action (because I'm kind of a hippie). However, I've had enough mistreatment in my life that I feel when things like this happen it is important to do something not only because it is unjust, but to prevent others from being hurt in the future. I worked ~20 hours/week for 6 months for them, "volunteering" for the non-profit that is there because they did not disclose the property was owned by a for-profit business. Now I would like reimbursed for my labor and frankly I feel I'm due an apology because as it stands my reputation is slandered which could really hurt my life if I don't get help with this.

Termination

1. When were you terminated.

>>> March 31, 2022

2. Provided the name, the position, title, sex of the person who terminated you.

>>> Two people:

- Lyndsay Nissen – owner and probably CEO of Love Club, LLC and Reliable Street Inc which operates on the property. Female.
- Sharon Stewart – owner and CEO of Lockwood Cafe. Female.

3. How were you notified of your termination? (Orally, in writing). Please provide a copy of the termination letter or summary of the conversation.

>>> Orally (no letter). Summary: Sharon and Lyndsay scheduled to meet me by the garden for a tour and progress report on the garden/prairie. Instead when we met they told me they'd "received complaints" and that I could no longer work on the garden or come onto the property. I asked for examples of what the complainants accused me of, and told them that I did not know of any instances where I did these things. I also asked why no one ever said anything to me. They stated the complainant(s) "tried to tell me". I told them that no one ever said anything to me. When I saw they had already made up their minds before this meeting happened, I left in tears and told them this was really hurtful and unfair.

4. What reason(s) were given for your termination?

>>> I was told that Sharon and Lyndsay had "received complaints" that I was "violating peoples' personal space" and making them feel "uncomfortable".

5. Do you disagree with the reason(s) given for your termination? (yes, no). Explain.

>>> Yes. First off, Sharon and Lyndsay did not ask me about any interactions I had with the complainant(s). Instead they terminated me even though I told them the allegations were not true and did not make sense to me. I asked what I could do differently, however they did not offer specifics as to what I did wrong nor did they offer me opportunity for any corrective action.

When I asked, "Why didn't the person(s) tell me something I was doing was making

10

11

them uncomfortable?", I was told the person claimed they "tried to tell me" and that I should "read a book on active listening". Within the next few days I asked friends from the space if I ever made them feel uncomfortable. None of them said I did. Willa Colville, however, did tell me – for the first time – that she did feel like I was "violating her personal boundaries" and that she "felt uncomfortable" discussing it with me which is why she never did (below screenshot). I do not know if Willa misinformed her employers or if they misinformed me, but "tried to tell me" is not the same as "actually telling me". *How was I to know?*



Willa 04/07/2022

I am not going into detail because I still do not feel comfortable discussing this with you. For months, you have violated my personal space and not respected my boundaries. I did not know what to do because I didn't feel comfortable approaching you. So I said something to Sharon. I admit that the situation could've been handled better. If I had said something sooner, maybe things we be different but it is what it is.

I do not know who the other party or parties were who complained about me – or if another party *did* in fact complain about me – but it sounds like a similar situation: someone "felt" a certain way around me, then complained about me. Looking back I cannot think of a single instance where I violated anyone's space, including Willa's, but I assure you I was ever told anything I would have backed off immediately and stopped doing whatever she or others didn't feel comfortable with. I was not given that opportunity or respect.

6. Were you a probationary employee (yes, no)

>>> No.

7. Does the employer have progressive disciplinary policy? (yes, no, unsure)

>>> No.

8. Had you received any warnings or reprimands prior to the termination? Provide the details of when those were received and the substance of each prior warning or reprimand.

>>> Lyndsay had given me a vague warning about a week prior. She said that "as a community leader", it was important to check in with everyone involved regularly (which I believe I was very good about doing). She specifically said to check in with Denise Martinez because she felt like her (garden-related) ideas were not being integrated into the garden. She also said not to tell Denise she talked to me about this. The next day – when I checked in with Denise – she said she was "working three jobs" and did not have time for the garden. I do know that she and Willa are friends and co-workers, and if she was a

second complainant, frankly I think they conspired to get me ousted from the project for unknown reasons (except they are friends). But that is speculation. It was, however, a vague warning that someone wasn't happy with me, and it may indicate a second complainant.

9. Did you receive regular evaluations? If yes, how were your most recent performance reviews? Provide copies, if you have them.

>>> No. However, Lyndsay did tell me on the Tuesday, March 29 (at the open mic) that she had been out in the garden and that it looked fantastic. She sounded really happy with the progress.

10. Who took over your job duties? What is that person's sex?

>>> Lyndsay and Sharon told me that the complainant(s) "wanted to help in the garden" and "come to events", but they didn't want to because I was there. So, I presume Willa Colville (female) took over some garden duties, but I don't know because I haven't been allowed to come back to the property so I don't know what is going on there now.

11. If the Respondent has claimed that conduct is the reason for your termination, has anyone else done either what you are accused of doing, or something similar? If your answer is yes, give their names, position titles, sex.

>>> Not that I'm aware of.

12. Explain what this person(s) did.

>>> N/A

13. What, if any, discipline did this person receive?

>>> N/A

14. Why do you believe sex was a factor in the decision to terminate your employment?

>>> It is common today: politicians and people on social media accuse transgender women of being "perverted men who are invading womens' spaces". Although I don't think anyone from Love Club LLC, Lockwood Cafe, or Reliable Street Inc intentionally prejudiced me in this way, it is in fact exactly what happened. A non-transgender woman accused a transgender woman of making her feel "uncomfortable" and "violating her personal boundaries". Frankly Willa's accusations against me were extremely harmful and slanderous, and no specifics examples were given by her because it is not true. Look – I can relate feeling "uncomfortable" around me – I am uncomfortable in my own skin – hence I began seeking medical assistance two decades ago. However, just because someone feels "uncomfortable" around me does not justify slandering me and telling people I've been "invading her personal boundaries". Not only were her accusations harmful and untrue, the handling of these allegations by Love Club LLC appeared biased based on typical prejudices against transgender women. I wholeheartedly believe that if I were not transgender, (1) these accusations would not exist, and (2) I would have been asked about my interactions and been able to share my perspective instead of being prejudiced (pre-judged).

15. Did you file a claim for unemployment compensation?

>>> No.

If you have other information that would help your case that was not adequately covered in the answers to the questions, please provide that information here or on a separate sheet of paper.

>>> N/A

Public Accommodations – background

1. Describe the incident in question. Include as many details as possible regarding the date, location and individuals involved.

>>> On April 1, 2022 – the day after Lyndsay and Sharon confronted me with allegations – I was texted by Lyndsay that I could no longer come onto the property. This meant I could no longer come into Lockwood Cafe or Reliable Street's art gallery or open mic nights, or come onto the property in general.

2. What service were you seeking and where did you go to get the service.

>>> I could no longer order food or drinks at Lockwood Cafe or participate in Reliable Street's art gallery or open mic nights.

3. Who denied you the service?

>>> Lyndsay Nissen (Owner/CEO for Love Club LLC and Reliable Street Inc) and Sharon Stewart (Owner/CEO of Lockwood Cafe).

4. What is that person's sex?

>>> Both are female.

5. When were you notified that the service would not be provided to you?

>>> April 1, 2022

6. How were you notified?

>>> Text message.

7. What reasons were you given for the denial? Include all reasons.

>>> The allegations against me that I “made people feel uncomfortable” and “violated peoples' personal boundaries”. Lyndsay said that “as a community leader” she had to act on the allegations.

8. Why do you believe you were denied services? Why do you think this? Be specific?

>>> Because of aforementioned allegations – coupled with prejudices which led to the unfair handling of those allegations – I strongly feel they did perform a fair or substantial investigation. Instead they banned me from the property because it was just simpler (due to the fact that one of their employees complained about me).

9. Were you qualified for service? (yes, no) If not, did the Respondents know that?

>>> Yes.

10. Why do you feel you were qualified for service?

>>> I was a regular customer and donated ~6 months of volunteer labor to the organizations involved. They were happy with my work.

11. Has anyone else (no more qualified than you) received the service? Explain.

>>> Yes. All the businesses involved offer their services to the public.

12. What is that person's sex?

>>> See previous answer.

If you have other information that would help your case that was not adequately covered in the answers to the questions, please provide that information here or on a separate sheet of paper.

>>> N/A

Public Accommodations – General Treatment

1. How were you treated differently because of your sex? Give specific details.

>>> I strongly believe that if a non-transgender woman did exactly what I did, they would not have had these complaints against them in the first place. Further, if they did receive these complaints against them, they would have been given some benefit of the doubt; they would have been asked questions instead of accused, and the investigation by Love Club LLC would have been fair instead of biased.

2. How were you treated differently from persons who are different from you in sex?

>>> Non-transgender complainant(s) were given preferential treatment in Love Club LLC's investigation of the complaint(s).

3. Who treated you differently? List those persons who treated you differently by name, position, and sex.

>>> Lyndsay Nissen (Owner and CEO of Love Club LLC and CEO for Reliable Street Inc, female), Sharon Stewart (Lockwood Cafe Owner and CEO, female), and Willa Colville (Lockwood Cafe employee, female).

4. Describe all of the ways that you were treated differently because of your sex. Include dates, times, locations, and names and titles of all persons involved.

>>> See question #1.

5. Why do you believe you were treated differently?

>>> Because (1) the allegations have no merit. I honestly do not know why a complainant(s) felt I was "violating personal boundaries", but I'm pretty sure I know why they felt "uncomfortable". If I did exactly what I did and was not transgender, these complaints wouldn't have happened. (2) Love Club LLC's investigation of the complaint(s) was unfair and prejudiced against me. If I were not transgender, I would have been talked to about the complaint(s) – NOT accused and punished without being asked anything.

6. Did you complain to anyone at the time about the way you were treated? If so, to whom did you complain and what was the response you received?

>>> Yes. I told Lyndsay that there was more than one instance in my past where people complained they felt "uncomfortable" around me. One was when a boss in Culver City, CA learned I was transgender, then called me into the office to tell me he felt "uncomfortable" around me, and another was at a job interview in Fairfax, CA, when an owner scheduled me to be interviewed by a manager. At the beginning of the interview he told me he wasn't going to interview me because he felt "uncomfortable" around me. I told Lyndsay that the accusation against me sounded similar, and that this is the exact harmful stereotype transgender women are dealing with. Lyndsay said she was "sorry" but that she had to take action due to the complaints.

If you have other information that would help your case that was not adequately covered in the answers to the questions, please provide that information here or on a separate sheet of paper.

>>> N/A

Gender Identity

1. With which gender do you identify (e.g. male, female, transgender male, transgender female, transgender)? What are your preferred pronouns?

>>> Although I am transgender, I don't identify as "transgender female". My gender is female. My pronouns are she/her.

2. What gender is reflected in your legal records and personal documentation (e.g. birth certificate, driver's license, Social Security records, credit history, and military history)?

>>> Although I am from Iowa, I lived in California for many years. My California license and related court order confirms I am female, however I am currently in the process of getting my birth certificate updated in order to get my Iowa license changed. I recently received the paperwork in the mail to get my birth certificate changed. I have a letter from a doctor and multiple therapists.

To the extent that there are different gender markers on different documents, please specify.

>>> My California license and related court order confirms I am female, however I am currently in the process of getting my birth certificate updated in order to get my Iowa license changed. I recently received the paperwork in the mail to get my birth certificate changed. I need to get that changed in order to get my Iowa driver's license updated.

3. When did you begin presenting as the gender with which you currently identify?

>>> 2003.

4. Have you changed your name? If so, when?

>>> Yes. In 2011.

5. Is there anyone at Respondent who knew your gender history? If so, identify by name and job title.

>>> Yes. Everyone who worked there did.

What is the basis for your belief that the above-named persons knew your gender history?

>>> Because I don't pass and many of us had discussed it. I'm pretty open.

6. Are you currently undergoing any course(s) of health care related to a gender transition?

>>> Hormone replacement therapy and counseling. I cannot afford surgery.

7. Is there anyone at Respondent who knew that you were undergoing a course of health care related to your gender transition? If so, identify by name and job title.

>>> Yes. Everyone who worked there know.

What is the basis for your belief that the above-named persons knew that you were undergoing a course of health care related to your gender transition?

>>> I don't pass, and several of us have talked about it.

Do you have any basis for believing that Respondent perceived you to be a transgender individual? If so, describe in detail the basis for your belief.

>>> Yes. It is apparent. I don't pass.

ATTACHMENT
A

Sondra Wilson
adraghastar@gmail.com

Dear Lockwood Cafe and Reliable Street, Inc, to whom it may concern:

This past couple weeks have been very difficult for me since hearing from you "what some people were really thinking". For several days and sleepless nights I wracked my brain "what did I do that made people feel this way?" Despite what I was told by Sharon and Lindsey, no one ever told me they needed space or that I was making anyone feel unsafe. It was not a case of me not listening: literally no one ever said anything to me.

My time at Reliable/Lockwood has fostered numerous friendships and acquaintances that have lifted my heart and made me feel like a valued and respected community member for the first time in life – including what I have thought/felt were friendships-in-development with you, the owners, Lindsey, Sharon, Austin – and many others. I've really felt part of something worth working for – projects that bring much needed healing to the the city of Ames and central Iowa area. Since Thursday, April 31, when you approached me, I contacted friends from the space to find out who is in fact still my friend, and to determine if I've ever made any of them feel a certain way, to which I was prepared to apologize. All of them seemed as surprised as I was, and when I discovered who one of the complainants was – frankly I'm pretty surprised, but this entire thing could have been handled much better in a way that did not hurt me or others. I hope you will take the time to read through this letter to see through my eyes because I have been treated very unfairly – and I don't believe that was your intent.

Oct. 2021 I was asked to manage the garden. Around July last year I was asked to manage Reliable Street's garden based on my experience and because the garden was not being properly cared for.

I coordinated with involved parties to my best ability. Although Lindsay, Sharon, and Austin didn't have much time to engage with it, I was directed to correspond primarily with Lockwood employees Willa Colville and Denise Martinez, and members of SHEPH with regard to planning and labor. Willa was the only person with time to put hands-in-the-ground (usually Mondays and Saturdays), and thus became my primary contact for correspondence between the garden and Lockwood/Reliable. All parties, however, were invited and many participated in the Discord server, and in-person meetings. I kept Lindsay, Sharon, and Austin informed when I felt was needed (since they didn't join Discord) due to the fact that a primary complaint was that the previous managers did not keep open communication with Reliable/Lockwood. I included ideas proposed by related parties such as:

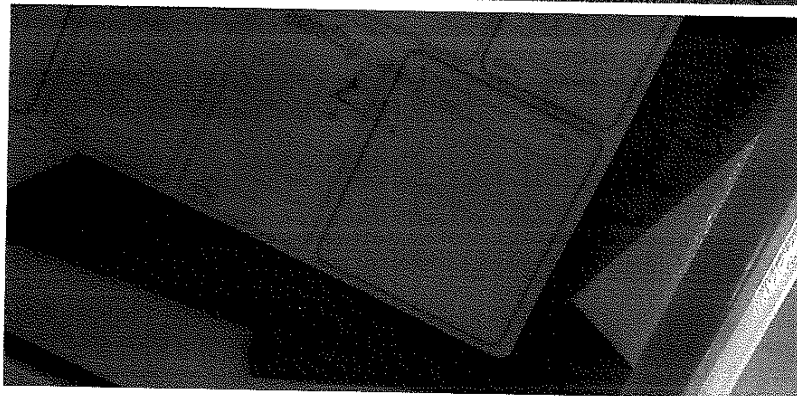
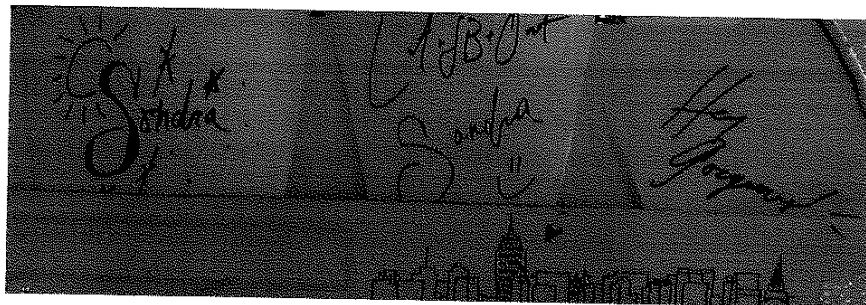
- using blueprints provided by SHEPH, created a step-by-step for use by the students how to sprout, (trans)plant, and care for each plant to help the students;
- improved the compost system and included plants for use at Lockwood as suggested by Sharon;
- connected SHEPH and Denise through Discord to coordinate use of to-go containers for sprouting as suggested by Denise;
- reworked the compost system and rain barrels with input from Austin;
- made plans with Sylvie to integrate her herb garden, offered to accompany her to purchase them when the time came, which we were looking forward to;
- integrated Sid's compost sifting technique;
- and more.

Conflict arose. City regulations require that prairie (and related fires) must be 4 feet from all structures, streets, etc. Local prairie specialists suggested wetting wood chips prior to burning to create a sort of moat to protect infrastructure. I asked nearly everyone at Lockwood/Reliable if anyone had access to cheap or free 4x4s. Willa's family donated several which she helped install, yet more were needed. When spring arrived ~March 21-26 I was on spring break, and it suddenly became "go time" for the garden (weather was suddenly amazing). I went ahead and purchased enough 4x4s and mending braces (~\$145) to finish most of the project, and helped coordinate several more loads of wood chips to be delivered to the property.

Afterward I mentioned to Willa I'd spent a considerable amount of money on supplies, and that a few things were still needed. She told me to be sure to save receipts and encouraged me to speak with Sharon, Austin, and Lindsey. About a week later I asked if Austin had a moment, and he suggested I bring it up with Lindsey "She'll probably help." I brought it up with her and she didn't offer so I didn't want to press it (honestly I was happy donating the supplies, but we did need a few more things I couldn't afford). So last Wednesday (3/30/22) I asked Sharon if she had any ideas to help fund the garden – that we hadn't really talked about finances since I was appointed, and she set up a meeting with Lindsay, her, and me.

We met the next day around 3:30 pm, at which time I was informed I was no longer allowed on the property due to "multiple complaints" that people felt "unsafe" around me because I had "crossed boundaries". I had no idea who said these things or why, and when I mentioned this Lindsay and Sharon told me the person(s) claimed they "tried to tell me" and that I should read a book on active listening.

I checked in with friends. Upon leaving I was emotionally distraught and confused by the situation. I spent days wracking my brain as to who may have complained and why, and lost a lot of sleep over it still to this day. It makes no sense when I look how warmly I've been treated every time I came in. Decorations some of the baristas made on my to-go containers, for instance, are hanging on Cody and my fridge (pics below). I was always treated with a great deal of kindness and conversation from Lockwood employees, and tried to offer the same.

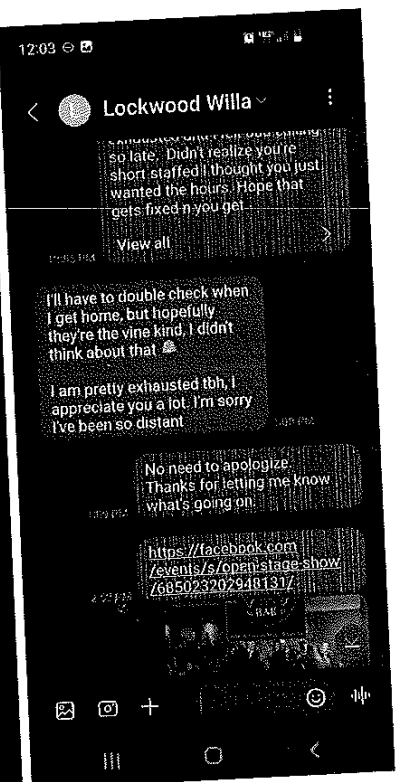
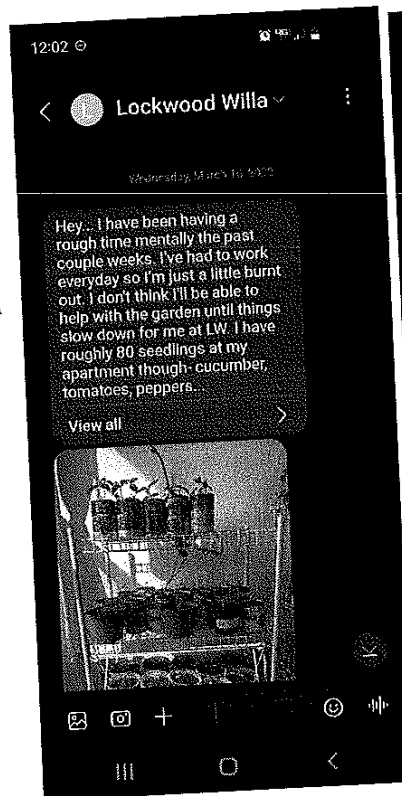
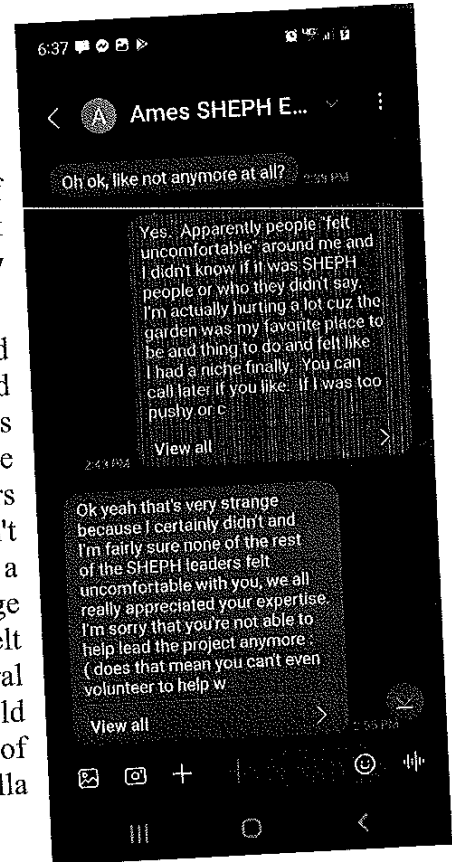


ATTACHMENT A

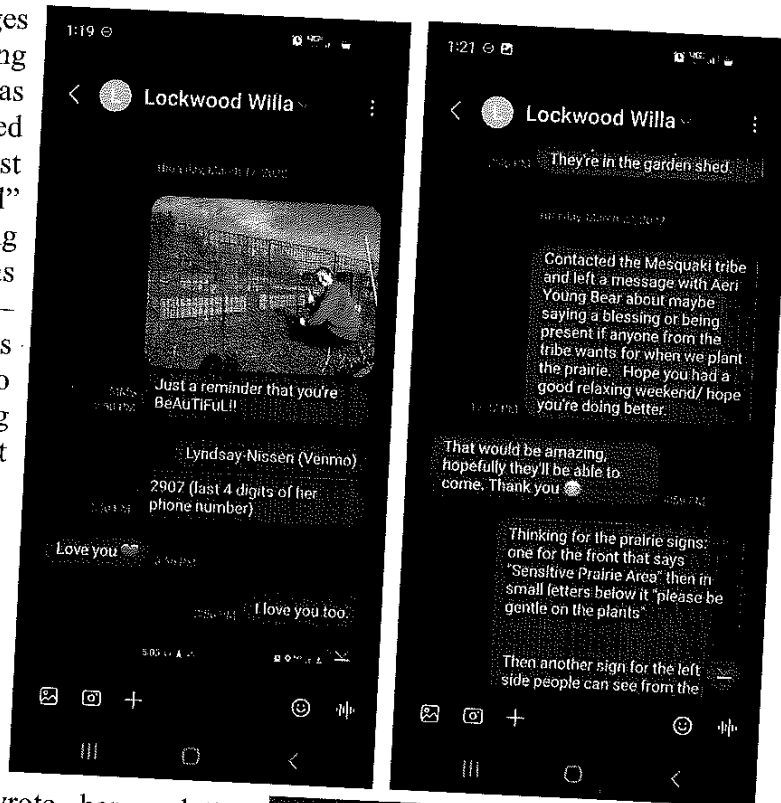
I was concerned about my reputation because when community members ask about me, what will people say? "She was making people feel unsafe and not respecting peoples' space." It makes me sound like a predator. As a transgender woman people already have this stereotype of me. I'm concerned what people around town will now think of me – how this affects my business and community relationships.

I contacted Sid who works with me in the garden and Emily from SHEPH because she and I talk regularly. I wanted them to know I was removed from the project and frankly its not fair for them to be told slanderous statements about me when they ask. I did wonder if one of the high schoolers complained about me because who knows maybe they didn't feel comfortable around a trans woman, so it was a heartwarming relief when Emily texted me the message shown at right. Sid also reassured me she never felt uncomfortable and she enjoyed working with me. Several other friends from the Lockwood/Reliable community told me I did not make them feel uncomfortable, and as hints of what may have happened came to light, I wondered if Willa complained – but that wouldn't make sense.

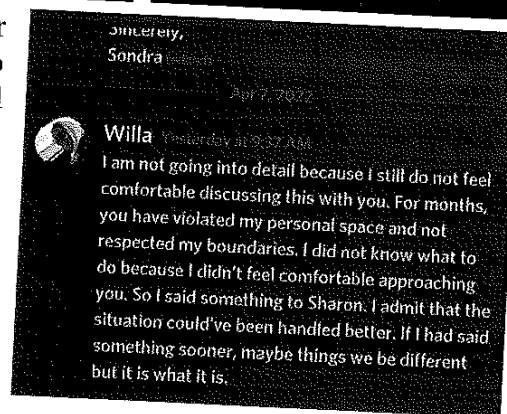
About a week before I purchased the 4x4s, Willa told me she felt burnt out from working too much because Lockwood was understaffed (texts shown at right). There was no indication I was intruding. In fact she added "I appreciate you a lot" and apologized for being distant.



The following messages between us within the coming weeks showed no indication I was violating her space. They showed the opposite. My message of "just a reminder that you're beautiful" was in response to her feeling overworked and burnt out. I was trying to be a supportive friend – maybe my intent was misconstrued? We have done so many things together including the LGBT+ events and whatnot I've considered her a friend.



On Monday, Apr. 4 I wrote her a letter regarding being told not to return to Lockwood/Reliable's property. Wasn't sure she heard what happened or could give me any clarity, and on Apr. 7 she replied with the following unexpected reply:



My reputation was slandered, and my work sabotaged. I do not know who the other party or parties were who complained about me, but it sounds like a similar situation: someone "felt" a certain way around me, never communicated such feelings to me, then complained about me. Looking back I cannot think of a single instance where I violated anyone's space there, including Willa's, but I assure if you I was ever told anything I would have backed off immediately and stopped doing whatever she or others didn't feel comfortable with.

I know you said the complainant(s) claimed they "tried to tell me", but as you see in Willa's above texts, she went from typing "love you" and "I appreciate you so much" to out of the blue accusing me of something that damages my life. Even if invited back to the space, I do not feel safe around her, and I hope Reliable and Lockwood come up with better protocol for handling complaints.



Coelho, Hilda <hilda.coelho@iowa.gov>

Folder shared with you: "Sondra Wilson - defamation case files"

1 message

78265

Thu, Sep 29, 2022 at 2:45 PM

Sondra Wilson (via Google Drive) <drive-shares-dm-noreply@google.com>
Reply-To: Sondra Wilson <adraghastar@gmail.com>
To: hilda.coelho@iowa.gov

Sondra Wilson shared a folder



Sondra Wilson (adraghastar@gmail.com) has invited you to **comment** on the following shared folder:

 **Sondra Wilson - defamation case files**



Sondra Wilson is outside your organization.

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You have received this email because adraghastar@gmail.com shared a file or folder located in Google Drive with you.

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From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From Ames Lockwood Lyndsay open mic
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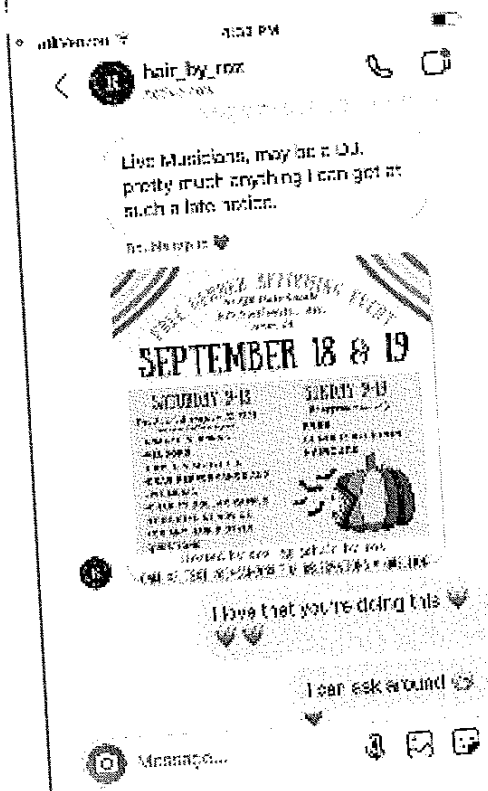
From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° From Sondra wheeeee!!!

Sep 14, 2021
8:36 PM

° Yeeeeeeeeee!

Sep 14, 2021
9:24 PM



Sep 14, 2021
9:46 PM

° Would you be interested in
playing at this?

Sep 14, 2021
9:46 PM

° I'm going to play a few songs
and I'm looking for other people
tooooo

Sep 14, 2021
9:47 PM

° [Attachment 7]
a9d7e27a-d184-48aa-a7b0-70f0
23d23566_text.gif

Sep 14, 2021
9:47 PM

° Roz is awesome

Sep 14, 2021
9:47 PM

° Yes!

Sep 14, 2021
9:47 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

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From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Awesome thank you!

Sep 14, 2021
9:48 PM

° It would be on Saturday

Sep 14, 2021
9:48 PM

° Sweet sounds great

Sep 14, 2021
9:48 PM

° Wow looks interesting.

Sep 14, 2021
9:49 PM

° Yeah I wanna support her. I feel
like she's really bringing the love
to everyone ♦

Sep 14, 2021
9:52 PM

° Wonderful!

Sep 14, 2021
10:06 PM

° What time would I be
performing?

Sep 14, 2021
10:06 PM

° I'm working out the details. Is
there a time that's good for you?

Sep 14, 2021
10:19 PM

° 8?

Sep 14, 2021
10:22 PM

° Not sure.

Sep 14, 2021
10:22 PM

° She was thinking early afternoon.
Between 12-4

Sep 14, 2021
10:23 PM

° How about 3?

Sep 14, 2021
10:25 PM

° Sounds good ♦

Sep 14, 2021
10:25 PM

° Rad thank you.

Sep 14, 2021
10:25 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907

To (515) 357-9725
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From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° See you then.

Sep 14, 2021
10:25 PM

° lyndsay@reliablestreet.com

Sep 16, 2021
1:56 PM

° Still working on the paragraph.
Getting there

Sep 16, 2021
8:50 PM

° Did you get the email?

Sep 17, 2021
3:16 PM



Sep 17, 2021
4:03 PM

° Yes! Thank you!

Sep 17, 2021
4:03 PM

° Great!

Sep 17, 2021
4:07 PM

° Pair it down if you need to - it's
kinda long.

Sep 17, 2021
4:07 PM

° YAY open mic!! Lmk if you want
help setting up.

Sep 21, 2021
12:32 PM

° Also I could make a flyer for the
open mic if you like. I'm pretty
good at that sort of thing.

Sep 21, 2021
12:36 PM

° Awesome!

Sep 21, 2021
12:41 PM

From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Sweet will do!	Sep 21, 2021 12:41 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° I was just going to post that I'm sick so I won't be able to run it tonight	Sep 21, 2021 12:41 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Oh dear I'm sorry :*	Sep 21, 2021 12:41 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° :(	Sep 21, 2021 12:41 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° But if you want to still do it acoustic or like a song circle type of thing y'all are welcome to	Sep 21, 2021 12:42 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Sweet. I mean I'd like that. I'll show up.	Sep 21, 2021 12:42 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° I know! I wish I'd been able to show y'all how to set it up all ready so someone else could just run it	Sep 21, 2021 12:43 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° Yeah I think some people would still show for an informal one💎	Sep 21, 2021 12:43 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Also Sharon talked to me about gardening. We can talk whenever about that. I'm pretty hopeful about that. I was in the woods all the time in California but haven't had easy access to wilderness/nature time since I got back. If that works out for yous I'm actually pretty stoked about adding it to my routine.	Sep 21, 2021 12:44 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Lol yea ummmmn open mic is kind of the highlight of my week.	Sep 21, 2021 12:45 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° That would be amazing 💎	Sep 21, 2021 12:45 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Sweet yea just lemme know when to get started n we can meet. Get well way soon, love.	Sep 21, 2021 12:45 PM

From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° I meant that in the British way not the freshy fresh way ♦	Sep 21, 2021 12:46 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° I gotchu ♦	Sep 21, 2021 12:46 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° I do that stuff all the time, then I'm like, whoops let me explain ♦♦	Sep 21, 2021 12:47 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Lmao haha	Sep 21, 2021 12:47 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° No one was there maybe because cold out. Just got back home	Sep 21, 2021 7:22 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Hope you're feeling better	Sep 21, 2021 7:23 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° Shoot	Sep 21, 2021 7:27 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° Probably	Sep 21, 2021 7:27 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° Next week we'll be back on ♦♦	Sep 21, 2021 7:28 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Great - I'll get the flyer done.	Sep 21, 2021 7:28 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° I'm in Colorado till Wednesday so unfortunately can't make it Tuesday.	Sep 25, 2021 1:33 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° Fun!	Sep 25, 2021 2:32 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Yiiiis!!	Sep 25, 2021 3:25 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° I'm back. Not sure when you want to meet about the garden just lmk. Prolly gonna crepe it up today.	Sep 29, 2021 9:50 AM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Well I'm still sick so maybe next week?

Sep 29, 2021
12:45 PM

° Oh dear I'm sorry to hear that!
Hope you're at least mending.

Sep 29, 2021
12:51 PM

That sounds good though - just
didn't know if I was already
supposed to have started and
didn't want to miss the
opportunity.

° Flyer emailed to you

Sep 29, 2021
4:08 PM

° Yay! Thank you!

Sep 29, 2021
4:12 PM

° Sent another email - if we can get
a photo of the next open mic I
could use that photo.

Sep 29, 2021
4:32 PM

° If you want a simpler flyer
without the history stuff just lmk.
I'll stop bugging you lol just
checking in on case you want it
changed.

Sep 30, 2021
1:53 PM

° Sorry! I'm backed up

Sep 30, 2021
3:14 PM

° Just got a chance to look

Sep 30, 2021
3:15 PM

° I like it!

Sep 30, 2021
3:15 PM

° The only thing is, it's not
Lockwood cafes event

Sep 30, 2021
3:15 PM

° It's our non profit

Sep 30, 2021
3:15 PM

° Reliable Street Inc

Sep 30, 2021
3:15 PM

From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° So you could say, next to Lockwood cafe? Or something like that	Sep 30, 2021 3:16 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Yep I can change that fo sho.	Sep 30, 2021 3:53 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Do you want my to footnote some 501c3 info under Reliable Street inc.?	Sep 30, 2021 3:54 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° Sure!	Sep 30, 2021 4:05 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Emailed updated flyer	Oct 2, 2021 11:55 AM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° Awesome!	Oct 2, 2021 12:56 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Sorry I think I need to update the pull tabs. They still say Lockwood Cafe	Oct 2, 2021 2:55 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° Okay thank you!	Oct 2, 2021 3:20 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Are you gonna make it tomorrow you think?	Oct 4, 2021 8:45 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Was gonna commute from Ankeny cuz I'm at my parents this week	Oct 4, 2021 8:53 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° Ill be running it yes??	Oct 4, 2021 8:54 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Yay!	Oct 4, 2021 9:04 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° My rideshare from Ankeny just fell through. Still trying to get a ride.	Oct 5, 2021 3:45 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° I'm almost always in Ames but this week I'm puppy sitting for my parents in Ankeny. Will let you know if I find a ride.	Oct 5, 2021 4:08 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Shoot! Sounds good ♦

Oct 5, 2021
4:20 PM

° Unfortunately wasn't able to find
one. I'll be there next week for
sure.

Oct 5, 2021
6:10 PM

° We'll see you then ♦

Oct 5, 2021
6:12 PM

° Yay can't wait til tomorrow

Oct 11, 2021
1:56 PM

° Yay!

Oct 11, 2021
2:20 PM

° Alluvial brewing Co Friday 7 ish

Oct 12, 2021
7:36 PM

° Wow. That was something else.
So intimate and sweet. Thank
you for continuously affirming
that we're gonna make this
amazing. It's so nice to have
another person who believes ♦

Oct 12, 2021
10:21 PM

° I'm still reeling too!! And I
definitely believe it's going to be
fantastic. This was a perfect
little nexus of amazing fun
people tonight. Loved we
witnessed Travis get the courage
to sing in front of people for the
first time and my goddess
Chelsea and Kathryn did hip
thrusts on the travel lmao! We
met gems tonight! Amazing
night! See you Friday. Sleep
well!

Oct 12, 2021
10:36 PM

° Hip thrusts in the gravel *

Oct 12, 2021
10:37 PM

° Right?! We're inspiring a new
generation ♦ goodnight. I hope
you and Cody sleep tight ♦

Oct 12, 2021
10:38 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° I should have offered to help put
equipment away!!! Next time.
<3

° ♦

° Honestly. I can do that because
I'm always willing to do that for
art and music but you brought
an energy, chatting with Travis,
bringing Chelsea and Kathryn up
front, that I didn't have to give the
same. So putting the stuff away
feels slightly joyful instead of just
duty ♦

° Everyone saw your magic ♦

° ♦♦♦♦♦ Goodnight, dear
Lynsey!! My homework is due at
midnight so I'm going as fast as
possible. Lol got swept away
tonight as we all did. Grateful
with you.

° New

° Lol

° mew

Oct 12, 2021
10:39 PM

Oct 12, 2021
10:39 PM

Oct 12, 2021
10:43 PM

Oct 12, 2021
10:44 PM

Oct 12, 2021
10:46 PM

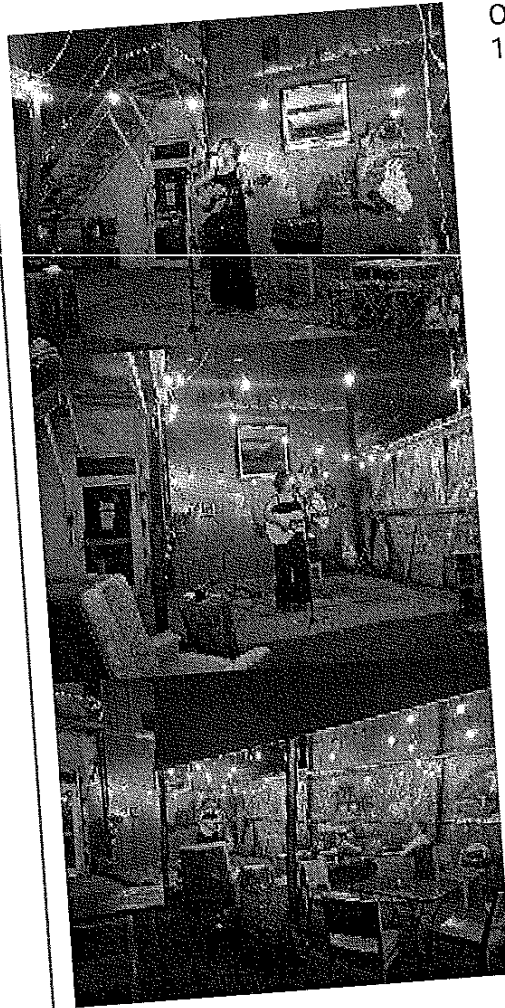
Oct 12, 2021
10:49 PM

Oct 12, 2021
10:50 PM

Oct 12, 2021
10:50 PM

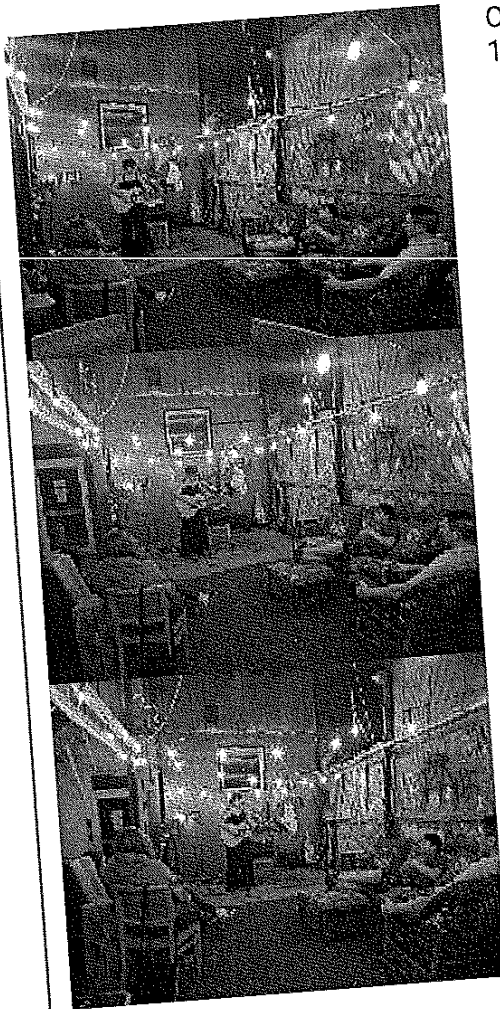
From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

Oct 12, 2021
11:28 PM



From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

Oct 12, 2021
11:28 PM



From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° So cute!

Oct 13, 2021
10:02 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° I redid the flyer 8 can send you.
Do you want your phone number
on the pull tabs or no?

Oct 13, 2021
12:37 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Emailed updated flyer

Oct 13, 2021
1:30 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Awesome! Yeah I think people
like the pull tabs

Oct 13, 2021
3:02 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Rad sauce.

Oct 13, 2021
3:05 PM

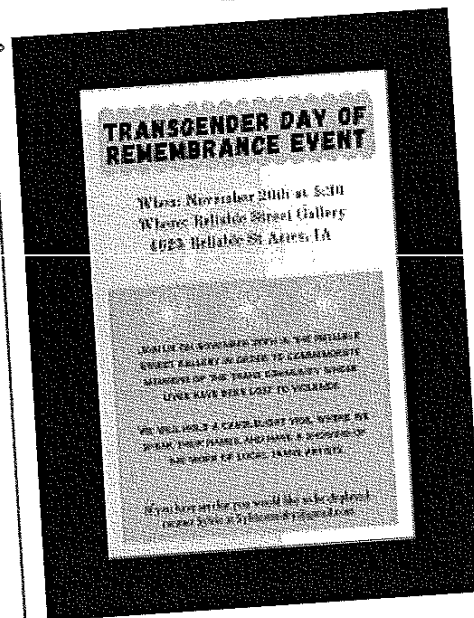
From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° It looks great!

Oct 13, 2021
3:09 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

Oct 13, 2021
3:17 PM



From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Do you have any artwork you'd want to display for this?

Oct 13, 2021
3:18 PM

° Yes thank you. I'll try to get the files together.

Oct 13, 2021
3:25 PM

° Amazing that's happening.

Oct 13, 2021
3:29 PM

° I know right?

Oct 13, 2021
3:34 PM

° I could change the pulltabs to say:

Oct 13, 2021
3:38 PM

"Open Mic & Poetry Slams
Tuesdays 7pm
Facebook.com/reliablestreet"

But then adding "outside
Lockwood Cafe" makes too
many words for the pulltabs.

So I think you should choose if
you want the Facebook page or
location on them and then the
pulltabs part can be finalized.

You can mull it over if you need
to.

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Happy birthday!!!

Oct 14, 2021
2:20 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° I go to bed at 3 lol

Oct 14, 2021
2:22 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Oops its Thursday today lol

Oct 14, 2021
8:31 AM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Hehe

Oct 14, 2021
10:27 AM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° I think the posters are great as
is ♦

Oct 14, 2021
10:40 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Where's your birthday party?

Oct 14, 2021
10:58 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Alluvial brewing Co Friday 7 ish

Oct 15, 2021
9:51 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Sweet can't wait. See you there!

Oct 15, 2021
10:30 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Leaving in a bit

Oct 15, 2021
6:52 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Really wish we could have stayed
longer. ♦ have a wonderful
night, dear Lynsey!

Oct 15, 2021
10:05 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° We left at 9:15 which is sad.
Really wanted to see Witchtit.
Cody did have to work but the
more pressing reason we had to
leave is I was "pretty sure" I left
the burner on under the nettles.
Turns out I did so was good we
came back, and he did have to
work early - but yea could have
stayed longer if I hadn't derped.
Have a wonderful day! Had fun
last night and met some new
peeps.

Oct 16, 2021
12:43 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

I would love to pull up some of the lambs quarter and plant native prairie in front of the garden.

Oct 16, 2021
1:39 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



Oct 16, 2021
1:40 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

Sorry if I'm texting u too much.

Oct 16, 2021
1:40 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

The city of ames has a cost share program they will help pay to put in prairie.

Oct 16, 2021
2:15 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

Oh you're fine! I didn't have my phone all day

Oct 16, 2021
6:14 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

I think we should chat next week about the garden

Oct 16, 2021
6:14 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

Hellsauce yea

Oct 16, 2021
6:14 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

Omw - running a bit late

Oct 19, 2021
6:43 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

I mean to help set up

Oct 19, 2021
6:44 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

Proolly heading to get a crepe in awhile if u wanna join

Oct 20, 2021
11:47 AM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

I would but I've gotta get all my gear together for this show tonight.

Oct 20, 2021
11:51 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Oh yes. Have a wonderful show!
I would come but I don't have a
ride. I might have a movie date
tonight though so if I did get a
ride, the cuddle date would
probably override cuz grll needs
cuddle.

Oct 20, 2021
11:58 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° But I'm not sure the date is
tonight or soon - waiting to hear
back - if not lmk if someone
wants a car buddy

Oct 20, 2021
11:59 AM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Cute. Cuddles are necessary💎

Oct 20, 2021
12:00 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Yissssss

Oct 20, 2021
12:01 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Have an amazing show tonight!

Oct 20, 2021
5:50 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Thank you!

Oct 20, 2021
7:20 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Sent you an email about putting
prairie next to the garden. It's a
Google Doc. Thought it would
save time in case you don't have
time to meet.

Oct 21, 2021
12:04 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Yay!

Oct 21, 2021
12:51 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° I'm pretty free tomorrow?

Oct 21, 2021
12:51 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Samezies

Oct 21, 2021
1:12 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Also one of my songs requires a
duet with a woman if you're
interested.

Oct 21, 2021
1:12 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Absolutely

Oct 21, 2021
2:04 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Wanna meet up at like 1 tomorrow?

Oct 21, 2021
2:05 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Yeeeeeee

Oct 21, 2021
2:07 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Turns out Country Joe was not Joe Cocker. I was misinformed.

Oct 21, 2021
2:57 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Ahhhh thanks for the fact check ♦

Oct 21, 2021
3:26 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Plastered downtown businesses with flyers yeeeeeee let's fukkin SEND IT!

Oct 21, 2021
4:20 PM

Need to print more. Every place I asked to hang one hung it.

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Yes!!!

Oct 21, 2021
7:53 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° I know what you're thinking, "Yea but is there one hanging in the yarn shop?"

Oct 21, 2021
8:08 PM

YES there's even one hanging in the yarn shop downtown lol

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Ha!!!

Oct 22, 2021
10:15 AM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Hey lady, can we meet up tomorrow afternoon? I'm feeling like I just need the afternoon to chill before this high school event tonight. Been go go going ♦

Oct 22, 2021
11:55 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Yea that's fine no problem.

Oct 22, 2021
12:05 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Plastered the rest of downtown and campustown. Got some of west Ames today. Hopefully we get some turnout. Enjoy ur night

Oct 22, 2021
5:10 PM

From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Gave a bunch to students that are going to "hang it in their dorm"	Oct 22, 2021 5:15 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° Awesome!	Oct 22, 2021 5:45 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° Yeah it should be alright. It's kind of a service event. Just offering the space to a n important cause.	Oct 22, 2021 5:47 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Yeeee	Oct 22, 2021 5:47 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Much appreciated	Oct 22, 2021 5:47 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Lmk if u still want to meet today. No pressure I know ur in high demand	Oct 23, 2021 1:43 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° Ah fuck. I forgot. Can we do Monday lol?	Oct 23, 2021 2:22 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° I'll be back in town Tuesday. Leaving tomorrow for college. See you at open mic? Did you get a sec to look at the prairie proposal I sent you?	Oct 23, 2021 2:40 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° If ur interested I can start pull up lamb's quarter from in front of the garden this week.	Oct 23, 2021 2:44 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° Maybe we could meet tomorrow before open mic?	Oct 25, 2021 5:42 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Yeee any time. I get out of class at 2:30 then will come to Ames.	Oct 25, 2021 7:27 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Just got to Ames. I can be there whenever. Nothing planned tonight except open mic	Oct 26, 2021 4:27 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° Okie! I should be back around 6? Got caught up doing a few things.	Oct 26, 2021 4:53 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Great

Oct 26, 2021
4:54 PM

° Might not be there til 6:15. If we
don't have time I can meet you at
2 tomorrow at Lockwood. No
cancellation I promise ♦

Oct 26, 2021
5:54 PM

° Lol okay np see you when u get
there.

Oct 26, 2021
5:59 PM

° We will on for two, boo?

Oct 27, 2021
12:08 PM

° Yup!

Oct 27, 2021
1:12 PM

° Are you going to eat while we're
there? If not I'm going to head
there early and eat. Otherwise I'll
eat with you.

Oct 27, 2021
1:16 PM

° I already ate

Oct 27, 2021
1:18 PM

° ?

Oct 27, 2021
1:18 PM

° Groovy

Oct 27, 2021
1:18 PM

° Lmk when you send the file so i
can get started.

Oct 27, 2021
3:08 PM

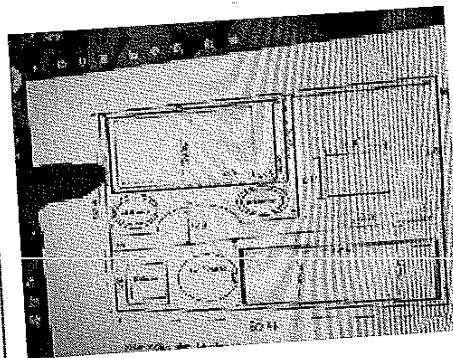
° Sent you two of the images

Oct 27, 2021
3:31 PM

° Thank you! Looks like this red
area is the current garden:

Oct 27, 2021
3:41 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



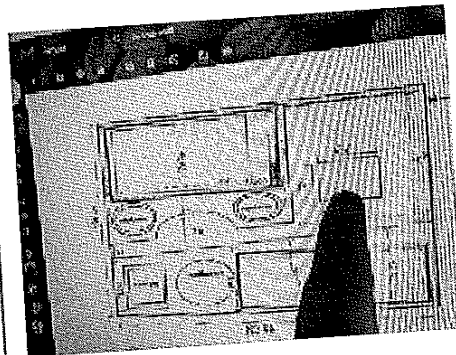
Oct 27, 2021
3:41 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

This is the yellow shed:

Oct 27, 2021
3:41 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



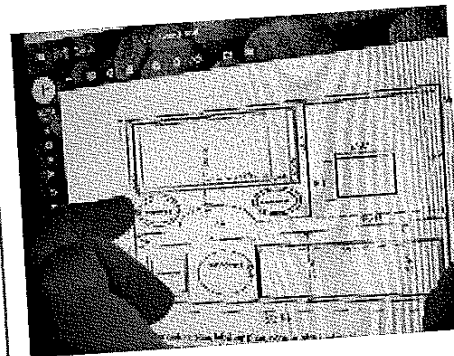
Oct 27, 2021
3:41 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

And this is the weeds:

Oct 27, 2021
3:42 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



Oct 27, 2021
3:42 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

Yup!

Oct 27, 2021
3:42 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

[Attachment 8]
groovy-evil-dead.gif

Oct 27, 2021
3:43 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

Me last night:

Oct 28, 2021
11:30 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

Me: These edibles ain't shit
*Twenty minutes later
on the train to work

Oct 28, 2021
11:30 AM



From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° You're beautiful. Just wanted to
say something not business
related cuz we always be talking
that. Enjoy your day!

Oct 29, 2021
1:26 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Awwwww thank you darling! So
are you:-)

Oct 29, 2021
3:22 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° <3💎

Oct 29, 2021
3:22 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Met with the prairie restoration
dude (Luke Gran) today. He said
NOT to till the area. Instead I'm
supposed to scythe it (which
means I'm going to grow a six
pack yay!)

Oct 30, 2021
11:24 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Dang I can't make it Tuesday cuz
have dental appt in Ankeny early
Wednesday, so will be staying @
my parents overnight Tues.

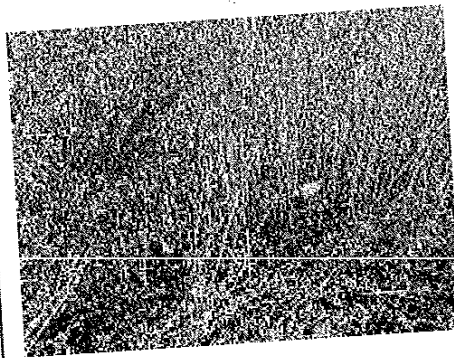
Oct 31, 2021
10:02 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Just checked my schedule. Will
have to save fatty poem for next
time.

Oct 31, 2021
10:03 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



Oct 31, 2021
12:27 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° I assume I can pull these pink
flags up?

Oct 31, 2021
12:28 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° I think those were my pathway
markers but yeah

Oct 31, 2021
12:52 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Okay.

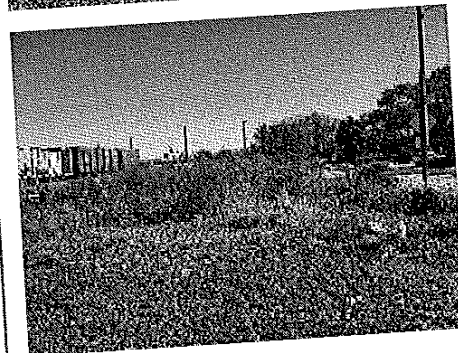
Oct 31, 2021
12:53 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



Oct 31, 2021
12:53 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



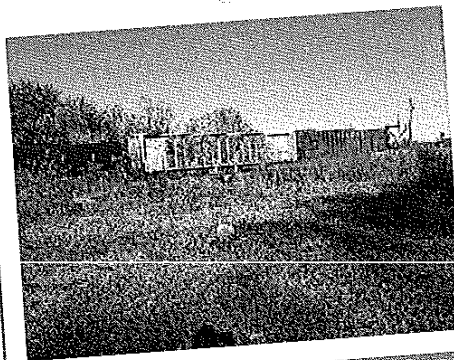
Oct 31, 2021
12:53 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Wowza

Oct 31, 2021
1:07 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



Oct 31, 2021
3:45 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



Oct 31, 2021
3:45 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

Some progress today

Oct 31, 2021
3:45 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

Made a sign for the compost lol

Nov 3, 2021
3:00 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



Nov 3, 2021
3:00 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



Nov 3, 2021
4:32 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



Nov 3, 2021
4:32 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Getting it cleaned up. Long way to go but having fun.

Nov 3, 2021
4:32 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Lmk if you want me to stop texting you all this stuff.

Nov 3, 2021
4:32 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Nice!

Nov 3, 2021
5:06 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Thank you!

Nov 3, 2021
5:07 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° I love gardening so much. This is just the beginning for as long as you let me continue. I've researched a lot but never had the place to legally put it into being. Just want to make it amazing and beautiful like living art.

Nov 3, 2021
5:09 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Slowly but surely. Every day better

Nov 3, 2021
5:10 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Yay!

Nov 3, 2021
6:42 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

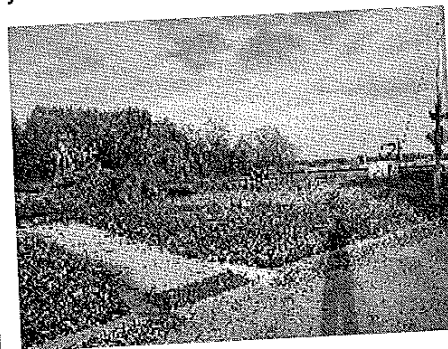
From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° I'm looking forward to seeing it
when I get back next week ♦

Nov 3, 2021
6:43 PM

° Heading to Miann's (Mackayla's)
London Underground show
tonight. Not sure if you're back if
you wanna come.

Nov 5, 2021
12:38 PM



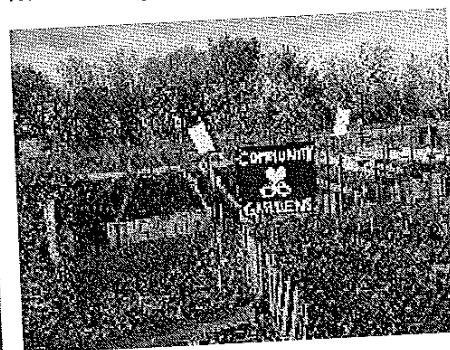
Nov 7, 2021
3:59 PM

° Cleared all that - raking
tomorrow.

Nov 7, 2021
3:59 PM

° Also can I make a new, much
prettier sign that is also less
misleading than this one?:

Nov 7, 2021
4:00 PM



Nov 7, 2021
4:00 PM

° Awesome! Just got back so we
can chat for a bit tomorrow
before open mic ♦

Nov 8, 2021
4:05 PM

° Welcome home! Can't wait till
tomorrow night. Trying to find a
ride from Ankeny tomorrow.

Nov 8, 2021
4:20 PM

° See you soon! Cody came and
got me.

Nov 9, 2021
5:18 PM

° Yay!

Nov 9, 2021
5:29 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Just got here. Tyt

Nov 9, 2021
6:30 PM

° Anyone not still reeling from the
magick last night wasn't THERE
last night!

Nov 10, 2021
11:12 AM

° Ha!

Nov 10, 2021
11:19 AM

° True

Nov 10, 2021
11:19 AM

° Would be fun to get video clips of
artists performing and string
them together.

Nov 10, 2021
11:24 AM

° There's an open mic in Grass
Valley, CA that records every
performer, then when you get
offstage they hand you a CD of
your performance. I know that's
a lot just saying it was cool.

Nov 10, 2021
11:25 AM

° Very cool ♦

Nov 10, 2021
11:32 AM

° I just found a recording of the
first song I ever wrote. Wrote it in
2002, recorded this demo in
2012. I'm relearning all my old
songs so was really happy to
find this cuz there's no way I
could have remembered all the
lyrics to this 9 minute song lol.
I'll prolly shorten it up, but still
like it how it is. If u feel like
listening.

Nov 10, 2021
12:37 PM

<https://soundcloud.com/alexandra-distance-everheart-wilson/dont-kill-the-messenger?si=6a62ff8fa6eb4ce6ba7619d0df157287>

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

◦ Here's a demo of the lyrics I sent
you a couple weeks ago:

Nov 10, 2021
7:14 PM

<https://soundcloud.app.goo.gl/UMtCJ>

Recorded in 2012, I just uploaded
it for the first time lol

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

◦ Couple cringy chords in there...

Nov 10, 2021
7:15 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

◦ Sorry one more - this one is super
witchy so meh thought you'd like
it.

Nov 10, 2021
7:42 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

◦ <https://soundcloud.app.goo.gl/7oQph>

Nov 10, 2021
7:42 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

◦ You're wonderful. I really
appreciate the sweet intro you
gave me Tuesday. It meant a
lot. I forgot to say that.

Nov 11, 2021
11:09 AM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

◦ Awwwww. I meant it💎💎

Nov 11, 2021
11:13 AM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

◦ I listened to the second song but
the first one didn't work...

Nov 11, 2021
11:13 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

◦ Oh dang

Nov 11, 2021
11:15 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

◦ Here's another 2 parter I
uploaded last night. Haven't
played them at open mic yet:

Nov 11, 2021
11:16 AM

Listen to 2000 Years & Calling
A'draghastar by Distance
Everheart on #SoundCloud
<https://soundcloud.app.goo.gl/rpZy>

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

◦ We need a tabla player lol.

Nov 11, 2021
11:19 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

◦ Nice soft percussion to
compliment artists.

Nov 11, 2021
11:19 AM

From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Lol sorry thought you were waving me over	Nov 11, 2021 12:21 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° I need to play with other musicians if you think of anyone.	Nov 11, 2021 12:57 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° Hmmmmmm	Nov 11, 2021 1:57 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° Not sure who's looking for a band right now...	Nov 11, 2021 1:57 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Ah okie. On the lookout.	Nov 11, 2021 2:16 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Seems waaaay longer than a week ago since last open mic night Can't wait to tomorrow. Enjoy the eve. See you soon.	Nov 15, 2021 8:18 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° Yes!!!	Nov 15, 2021 9:11 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° I hope you had good family time💎	Nov 15, 2021 9:11 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Yes it was wonderful. Lots of tears of gratitude.	Nov 15, 2021 9:21 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Thank you.	Nov 15, 2021 9:21 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° This is totally random and no worries if not: Can I trade you like a massage for you to pluck my eyebrows? I can't get to them with my glasses on and can't see shxt with them off.	Nov 16, 2021 12:39 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° [Attachment 9] ResizedP_anigif_enhanced-485-1 441326909-5.gif	Nov 16, 2021 12:40 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° I don't know if im an eyebrow
expert ♦

Nov 16, 2021
1:50 PM

° I've never had much of my own

Nov 16, 2021
1:50 PM

° Haha np

Nov 16, 2021
3:24 PM

° Feel free to pass V my number.
Would like to hang n play more.

Nov 17, 2021
2:06 PM

° Okie ♦

Nov 17, 2021
2:48 PM

° What time is Witchtit playing?

Nov 19, 2021
7:49 AM

° Probably like 8:30/9?

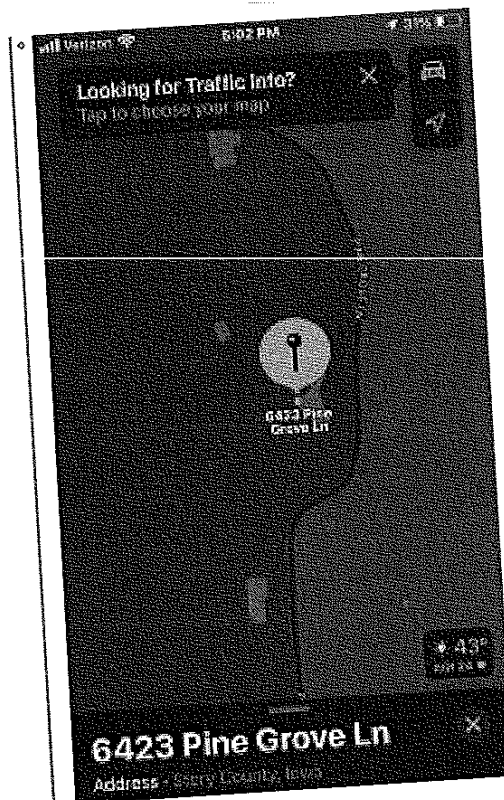
Nov 19, 2021
11:25 AM

° Can't wait! Will be there a wee bit
late cuz doing something with
brothers. Anyway see you at 5.

Nov 19, 2021
12:05 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

Nov 19, 2021
5:03 PM



From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Hey beauty - you mentioned awhile back I should make a fundraiser. Here's the link so you know where it is. Not asking for anything you give so much - but yea showing in hopes it keeps growing.

Nov 23, 2021
10:30 PM

<https://fundly.com/alexandra-s-ffs-transition-fund>

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Had a lot of fun last night. Gonna be 57 degrees today so gonna play guitar outside.

Nov 24, 2021
9:12 AM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Yay!

Nov 24, 2021
11:06 AM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Do you want me to share your fundra

Nov 24, 2021
11:07 AM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Fundraiser?

Nov 24, 2021
11:07 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° That would be wonderful.

Nov 24, 2021
11:27 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Messaged Sharon about the tools to hang up the compost sign. Heading out of town till Tuesday so will try to get it done next week.

Nov 24, 2021
1:41 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Have a good trip💎💎💎

Nov 24, 2021
4:47 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Thank you! 💎 Gah you make my heart happy. I appreciate you so much.

Nov 24, 2021
4:53 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Awwwww💎

Nov 24, 2021
5:05 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Woke up with your train song on my head. Not hating the train today. It's still in my head. Can't get it out. Don't mind just sayin' it's a sticker.

Nov 25, 2021
9:47 AM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Ya. It's a hit💎

Nov 25, 2021
10:28 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Starting to rain

Nov 30, 2021
11:04 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° If you get creeped out again being there alone I can come wait with you.

Nov 30, 2021
11:06 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



Dec 1, 2021
8:25 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



Dec 1, 2021
8:25 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

Had a lot of fun last night. I won't ask for cigarettes again. Sorry about that. Prolly check out the Memorial Union open mic tomorrow night if you wanna come.

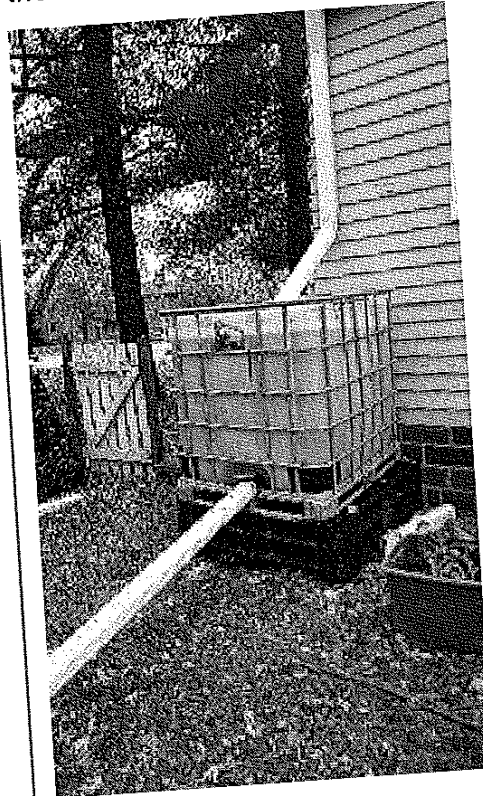
Dec 1, 2021
11:39 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

Also there's a huge rain catch by the garden that a lady named Audrey donated. Brought it there last night - can be used to collect water off the building to use on plants or as a rain cache. In case you see it and wonder how it got there. It looks like this:

Dec 1, 2021
11:46 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



Dec 1, 2021
11:46 AM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° The cigarettes is just an addicts
anxiety ♦ I'll bring more next time

Dec 1, 2021
11:48 AM

° I saw that!

Dec 1, 2021
11:49 AM

° Awesome ♦

Dec 1, 2021
11:49 AM

° Thursday is date night for
meeeee♦

Dec 1, 2021
11:49 AM

° Ooooh enjoy!

Dec 1, 2021
11:59 AM

° Do you want updates on the
garden/prairie or should I just
keep doing stuff lol?

Dec 1, 2021
12:00 PM

° Just saw your shed go by Cody's
house lol

Dec 1, 2021
5:43 PM

° Weeeeeeee!

Dec 1, 2021
5:44 PM

° They made it

Dec 1, 2021
5:44 PM

° Phew♦

Dec 1, 2021
5:44 PM

° Meeting with the prairie seed
seller next week to get the price
for the seeds and additional
advice. After that I plan to fill out
the application for the City of
Ames to pay half, and I can use
some of the labor money I'll
include in costs to pay for seeds.

Dec 2, 2021
2:54 PM

Just updating you. I'll prolly be
in Lockwood a bit less for awhile
cuz of not getting disability
benefits approved, but I'm sure I'll
still be in a lot.

From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° Awesome!!!	Dec 2, 2021 6:08 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° I'm sorry about your disability benefits ♦	Dec 2, 2021 6:08 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Yea thanks it's a thing but can't control it so not gong to dwell. Gotta keep rowing the oars.	Dec 2, 2021 6:10 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° Do you wanna meet Emily from the high school garden tomorrow at 3ish?	Dec 2, 2021 10:14 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Yes	Dec 2, 2021 10:17 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Can we do 3:30?	Dec 2, 2021 10:23 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Unless that's a hassle I can do 3.	Dec 2, 2021 10:23 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° I have a meeting w college advisor at 3 shouldn't take long like 15 min. I can reschedule that if it's easier for you.	Dec 2, 2021 10:25 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° The 9th seems to work for everyone ♦	Dec 2, 2021 10:49 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Cool sounds good.	Dec 2, 2021 10:54 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° 3:00 on the 9th?	Dec 2, 2021 10:57 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Putting in calendar	Dec 2, 2021 10:57 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° I'm gonna take down the work in the gallery now if you have time you can come grab your stuff or I'll just put it some place safe ♦	Dec 3, 2021 1:51 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Okay I'll come up.

Dec 3, 2021
2:02 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Hey Lyndsay can I use the trailer thing or someone with me to get wood chips? I can also ask Willa and Travis.

Dec 6, 2021
11:43 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Need like 5 more loads altogether

Dec 6, 2021
11:44 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° I could also haul those weeds there when picking the chips up.

Dec 6, 2021
11:44 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° I asked Willa and Travis too just asking my friends with trucks.

Dec 6, 2021
11:51 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Here's their schedule:

Dec 6, 2021
2:37 PM

Monday, Wednesday, Friday 12 noon to 5 PM

Saturdays 8 AM to 12 noon

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Did you find anyone to help?

Dec 6, 2021
3:55 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Not yet.

Dec 6, 2021
3:56 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° I can ask about the wineries trailer but several people share it so it might not work.

Dec 6, 2021
3:57 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Travis could have tomorrow but they're closed so he's pretty booked. Haven't heard back from Willa yet to see if she can use her dad truck

Dec 6, 2021
4:01 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Willa may be able to use her dad's truck on Saturday so if that works out we'll try to haul away from grasses and bring a load of wood chips.

Dec 7, 2021
10:27 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° * some grasees

Dec 7, 2021
10:27 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Might not come tonight. Feeling kinda off. Will see.

Dec 7, 2021
6:06 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° But tomorrow for the meeting for sure will be there.

Dec 7, 2021
6:06 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Selina and I are here. I suppose there's not much to set up for poetry night.

Dec 7, 2021
6:33 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° They usually come at 7 to help. I'll be there shortly ♦

Dec 7, 2021
6:35 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Selina is dropping my back at Cody's. I'm pretty tired from waking early. Will see you tomorrow have a wonderful night.

Dec 7, 2021
6:52 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Sorry you're feeling off. I've had a real shit day today so I apologize for not answering your texts ♦

Dec 7, 2021
7:29 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Really sorry to hear that, Lyndsay. Will see you tomorrow. ♦

Dec 7, 2021
7:42 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° I'll see you in about 20 min unless you want me earlier.

Dec 8, 2021
3:21 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Sounds good!

Dec 8, 2021
3:25 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° The meeting was actually supposed to be tomorrow ♦ ♦ ♦

Dec 8, 2021
5:36 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Lolol

Dec 8, 2021
5:36 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Lol I can come tomorrow.

Dec 8, 2021
5:36 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Can I give you her number?

Dec 8, 2021
5:36 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Yea.

Dec 8, 2021
5:36 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Perfect!

Dec 8, 2021
5:42 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° I'm sorry I'm such a bad
scheduler sometimes ???

Dec 8, 2021
5:43 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° No worries. Did you tell Willa?

Dec 8, 2021
5:47 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° 9mg I think this was my fault!!!

Dec 8, 2021
6:11 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Looking at texts.

Dec 8, 2021
6:12 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Ha!!!!!!!

Dec 8, 2021
6:12 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° It was in my calendar for
tomorrow ???

Dec 8, 2021
6:13 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Mine too

Dec 8, 2021
6:13 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Scroll up in texts. This is all my
fault

Dec 8, 2021
6:14 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Lol

Dec 8, 2021
6:14 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° It just keeps getting funnier ◆

Dec 8, 2021
6:14 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° I'm really sorry about that
though. I think that shot got me
groggy.

Dec 8, 2021
7:00 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° It's totally fine ◆

Dec 8, 2021
7:48 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Omg the meeting with the high schoolers was amazing! Really stoked rn.

Dec 9, 2021
5:04 PM

° Yay! That's awesome!!!

Dec 9, 2021
7:20 PM

° My mental health people/ attorney are reapplying me for benefits since the judge denied. Thought I'd get approved with the therapist recommendations and 15 years of homelessness. One day I'll be able to afford to help more. My dad raised me not to ask for help basically and it's pretty deeply engrained. Otherwise I'd but the ticket - just feel bad cuz if I have money for beer I should have money to come to your show but that was my last \$3 I dug from my purse. Love you a lot though Lyndsay and sorry you were feeling down tonight. I care about you. Hope you're feeling better. Always here if you need someone to talk to or just hang.

Dec 14, 2021
10:15 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Darling you can have a ticket💎

Dec 15, 2021
9:57 AM

° 💎 sweet.

Dec 15, 2021
12:39 PM

° Do you know where the compost sign and hand drill are? Stopped a couple times to put it up but can't find.

Dec 16, 2021
11:25 AM

° The drill is at my place rn

Dec 16, 2021
11:37 AM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Okie

Dec 16, 2021
11:37 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Think I'll see you Sat eve. Currently planning on it.

Dec 16, 2021
11:38 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Hey Lyndsay long story short
tried to make it but couldn't.
Have a great night wish I could
be there. <3

Dec 18, 2021
7:41 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° On my way

Dec 21, 2021
6:27 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° I got more prints made ill be
picking up later today.
Lockwood will be closed so I
can't drop them off before I head
to Ankeny for the holidays.
Wondering if Didi can leave the
drawing there till Friday in case I
get more orders,.

Dec 22, 2021
1:20 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Yup!

Dec 22, 2021
1:26 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Sounds good ♦

Dec 22, 2021
1:26 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Sweet thank you

Dec 22, 2021
1:29 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



Dec 24, 2021
4:43 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Merry Christmas, beautiful friend!

Dec 24, 2021
4:44 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Awww you sweet angel ♦ I
hope you are having a wonderful
holiday ♦

Dec 24, 2021
8:35 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° I appreciate you ♦

Dec 24, 2021
8:36 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Hey Lyndsay I can't be there tonight cuz I'm in Ankeny doing family stuff. Brother getting here today. Have a great time tho see you next Tuesday

Dec 28, 2021
11:03 AM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° I planned on not having it this week already ♦

Dec 28, 2021
11:15 AM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Have a wonderful time with your family ♦

Dec 28, 2021
11:15 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Sweet you too! ♦ Our family went around saying things we're thankful for this year your name came up just sayin' ♦

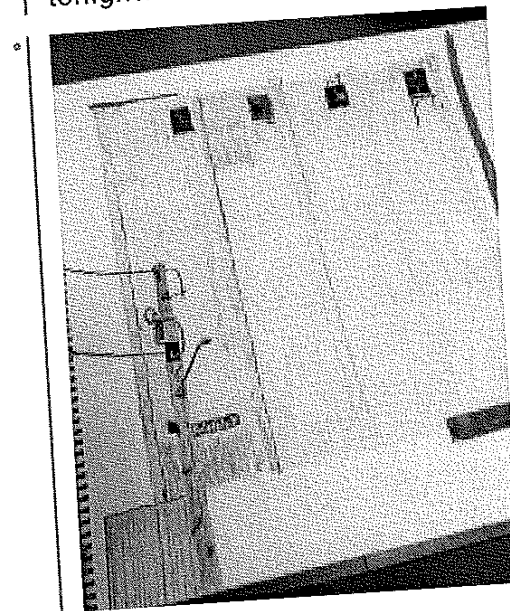
Dec 28, 2021
11:33 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Happy New Year! I have Didi's drawing. Was gonna drop it off but looks like Lockwood is closed. Is there poetry slam tonight?

Jan 4, 2022
11:45 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



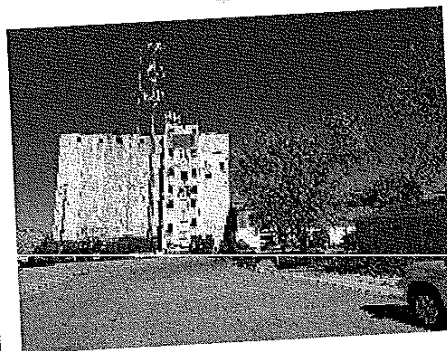
Jan 4, 2022
11:48 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Drawing today

Jan 4, 2022
11:48 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



Jan 4, 2022
11:49 AM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Cute!

Jan 4, 2022
3:17 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° I'm having poetry slam yes💎

Jan 4, 2022
3:18 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Sweet see you in a bit then

Jan 4, 2022
4:47 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Running a little late just making
a coffee

Jan 4, 2022
6:32 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° No rush

Jan 4, 2022
6:35 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° I'm still eating

Jan 4, 2022
6:35 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° The poetry people don't usually
get here until 7 to setup

Jan 4, 2022
6:35 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Okie

Jan 4, 2022
6:43 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Luke, Selina, and I are looking for
a place to play music/ practice
regularly. Don't know if Reliable
is an option?

Jan 5, 2022
5:27 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Yeah possibly 💎💎

Jan 5, 2022
5:45 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° I'm really trying to get the studio
in order right now

Jan 5, 2022
5:45 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Awesome. Lmk if it becomes a possibility or if you ever want help with whatever over there.

Jan 5, 2022
5:47 PM

° I do! And I will!

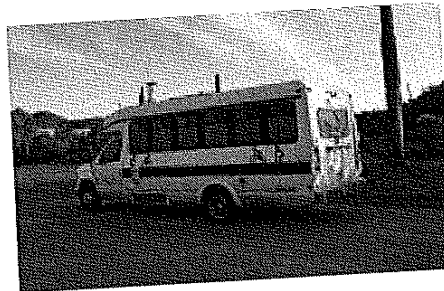
Jan 5, 2022
5:47 PM

° Hell yea! My schedule is flex af lol

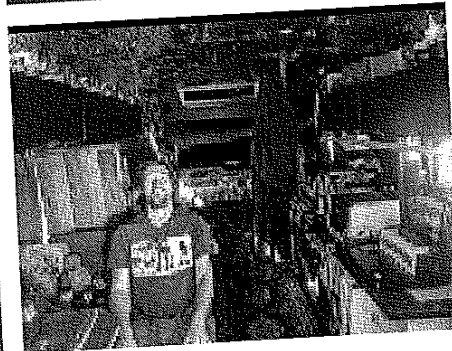
Jan 5, 2022
5:48 PM

° This is my bus:

Jan 9, 2022
2:54 PM



Jan 9, 2022
2:54 PM



Jan 9, 2022
2:54 PM

° That's my friend Kevin when I was redoing the interior (hence insulation on ceiling). It has a wood burning stove in it. Been parked in northern Iowa at my brother's for a year and a half cuz I don't have anywhere local to park it. That's my house though.

Jan 9, 2022
2:55 PM

° I know I've been leaning on your pretty hard so please don't feel any pressure, but wondering if parking it behind Reliable is a possibility.

Jan 9, 2022
2:56 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° I definitely wouldn't trust parking
it behind reliable but maybe out
at the brewery?

Jan 9, 2022
3:01 PM

° Hmm okay. I don't really know
them.

Jan 9, 2022
3:02 PM

° Here's my stove - it's from my
family's hometown in Norway:

Jan 9, 2022
3:02 PM



Jan 9, 2022
3:02 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° I was given it at Standing Rock.
We had them in our teepees.

Jan 9, 2022
3:03 PM

° Well that's my families property

Jan 9, 2022
3:03 PM

° Oh. Didn't know that. You can
mull it over and lmk if your
family would be comfortable
with that. I like to sleep in it
sometimes. Miss having my own
space.

Jan 9, 2022
3:04 PM

° Be there in a few

Jan 11, 2022
6:30 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Still reeling too fun. How does
one sleep after that?

Jan 11, 2022
10:25 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° It's tough

Jan 11, 2022
10:35 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° ?

Jan 11, 2022
10:35 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Thanks so much ? ? ?

Jan 11, 2022
10:35 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Hiya! I'm outside

Jan 18, 2022
6:40 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Be there in a minute!

Jan 18, 2022
6:45 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° I love the video! Was a better
performance than I thought.
Thank you!

Jan 18, 2022
11:13 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° The dog Eared Books open mic
is Thursday at 7. I just called
them and it's wrong in their
website (they didn't know) and
they're going to change it. But
yea Thursday.

Jan 19, 2022
10:32 AM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Okie ?

Jan 19, 2022
12:49 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Glad you liked the video ?

Jan 19, 2022
12:52 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Wanna do face painting? I just
got all the stuff

Jan 19, 2022
1:21 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Right now?

Jan 19, 2022
2:01 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Any time. Now or another day.
Just wanna play around with it.
Never painted a face, bit I think
would be easier to start on
someone else.

Jan 19, 2022
2:02 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° We're having a face painting party tomorrow before the Dog Eared open mic if you want to come. Charlie, Eli, Willa, maybe Selina and Jenn if you wanna come.

Jan 19, 2022
2:03 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° We wanna git gud but yea wanna paint my face a little before performing sometimes. Could become a thing.

Jan 19, 2022
2:04 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Cute💎

Jan 19, 2022
3:27 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Thursday is date night for meeeee💎

Jan 19, 2022
3:27 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Oooh good to know. Have fun!

Jan 19, 2022
3:29 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Hey Lyndsay guys morning. Did you check if Feb 10 would work for a mingle at Reliable.

Jan 20, 2022
11:16 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

°  Barbarian: "I swear I will have revenge for the death of my brother!"

Jan 20, 2022
12:28 PM



Druid: "You have my wolves!"



Amazon: "And my bow!"



Necromancer: "And your brother!"

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° I'm just not sure I'll be around but I can check if maybe Willa would run it for me?

Jan 20, 2022
12:34 PM

From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° That would be fantastic.	Jan 20, 2022 12:41 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° That meme cracked me up this morning	Jan 20, 2022 12:41 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° Ha!	Jan 20, 2022 12:45 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Oh yea it's Feb 12 not the tenth. Still second Saturday. Now you know how awesome I am at keeping schedules.	Jan 20, 2022 5:05 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Have fun tonight	Jan 20, 2022 5:05 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° Willa said that would work if I'm gone ♦	Jan 20, 2022 5:10 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° I heard and am STOKED! We all are THANK YOU! It's such a need I was squirmy af last night.	Jan 20, 2022 5:11 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° You got a good pic I can post for open mic?	Jan 25, 2022 12:43 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Looking	Jan 25, 2022 12:44 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° I need to send you a screenshot from a video for that, but class is starting now so can't get it to you till after 3.	Jan 25, 2022 12:50 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° No worries!	Jan 25, 2022 12:51 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Just got out. Ironically the best "with the audience" shot was with you on stage. Most of my videos are of just the performer although I like this and should pan out more often.	Jan 25, 2022 2:36 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



Jan 25, 2022
2:36 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



Jan 25, 2022
2:36 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



Jan 25, 2022
2:36 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



Jan 25, 2022
2:36 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



Jan 25, 2022
2:38 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



Jan 25, 2022
2:38 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



Jan 25, 2022
2:38 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Thank you!!!!

Jan 25, 2022
2:52 PM

Jan 26, 2022
5:27 PM

[illegible]

...the first time we looked at the novel, it was assumed
locally and nationally to be a masterpiece of the novel of the
epoch, the first time we looked at the novel, it was assumed

[illegible]

And, of course, managers who care about what's going on inside the public sector. Managers who have to face the fact that the public sector is not a monolith. It's a collection of different organizations, each with its own culture, its own values, its own goals. And each of these organizations is going to have to be managed in a different way. So, if you're a manager in the public sector, you need to be able to understand the different cultures and values of the organizations you're managing. You need to be able to communicate with them in a way that they can understand. And you need to be able to motivate them to do what you want them to do.

* Trying to word it without liability

Jan 26, 2022
5:27 PM

Hey Lyndsay I made a Discord server for the LGBT events - should make coordinating w everyone easier:

Jan 29, 2022
1:04 PM

<https://discord.gg/CbTthhttpym>

• Awesome!

Jan 29, 2022
1:11 PM

Not sure if you're here. Selina and I just got here.

Jan 30, 2022
6:34 PM

Everyone involved in the garden and prairie and here if you feel like joining you can always peek in:

Jan 31, 2022
2:57 PM

<https://discord.gg/cv9gkY9XWh>

I sent it to Ava as well.

° Awesome ?

Feb 1, 2022
12:27 PM

U here?

Feb 1, 2022
6:50 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725
Lockwood Willa (515) 745-4817

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907
Lockwood Willa (515) 745-4817

From Lockwood Willa (515) 745-4817
To Ames Lockwood Lyndsay open mic (515)
231-2907
(515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907
Lockwood Willa (515) 745-4817

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725
Lockwood Willa (515) 745-4817

° Deedee is our local John Denver

Feb 3, 2022
12:26 PM

° :-)

Feb 3, 2022
3:58 PM

° Hey you two! I'll probably be in
the air tonight during open mic
so I hope it all goes smooth. That
you again for always be so
amazing and helpful!!!

Feb 8, 2022
1:37 PM

° ♦♦ Love you have fun and see
you soon!

Feb 8, 2022
1:48 PM

° Awe, of course ♦ hope you have
a safe flight!

Feb 8, 2022
1:56 PM



Feb 8, 2022
7:51 PM

° Yay!

Feb 8, 2022
8:17 PM

From (515) 357-9725
To Ames Travis Open Mic (319) 560-1572
Ames Charlie thru Willa (319) 775-1359
Ames Lockwood Lyndsay open mic (515)
231-2907

Hey Willa, Lyndsay, and Travis!

Feb 9, 2022
11:24 AM

Hope ur day is going wonderful.

Travis mentioned a couple things
last night and I'm kind of glad he
did cuz I was secretly thinking it:

1. Wondering if we should say 3
songs/poems or 15 minutes. We
had a couple people up last night
for more than 20 minutes each.

2. One of the 20 min
performances was Ellie - she
talked for quite awhile before
finally playing. We had 4-5 first
time audience members and
some left during. I really like her
performance part but especially
for first time people not sure
that's what they come to see.
Knda sucks for the later
performers when the audience
clears out before they get to go
up.

From (515) 357-9725
To Ames Travis Open Mic (319) 560-1572
Ames Charlie thru Willa (319) 775-1359
Ames Lockwood Lyndsay open mic (515)
231-2907

Sorry Charlie wasn't intended to
go to you.

Feb 9, 2022
1:06 PM

From Ames Charlie thru Willa (319) 775-1359
To Ames Travis Open Mic (319) 560-1572
Ames Lockwood Lyndsay open mic (515)
231-2907
(515) 357-9725

Esta bien not that my opinion
matters but I agree haha I love
the format they use on open mic
night too!

Feb 9, 2022
1:08 PM

From (515) 357-9725
To Ames Travis Open Mic (319) 560-1572
Ames Lockwood Lyndsay open mic (515)
231-2907
Lockwood Willa (515) 745-4817

Sorry I sent this to Charlie
instead of Willa last time so just
resending it:

Feb 9, 2022
1:14 PM

Hey Willa, Lyndsay, and Travis!

I hope ur day is going wonderful.

Travis mentioned a couple things
last night and I'm kind of glad he
did cuz I was secretly thinking it:

1. Wondering if we should say 3
songs/poems or 15 minutes. We
had a couple people up last night
for more than 20 minutes each.

2. One of the 20 min
performances was Ellie - she
talked for quite awhile before
finally playing. We had 4-5 first
time audience members and
some left during. I really like her
performance part but especially
for first time people not sure
that's what they come to see.
Knda sucks for the later
performers when the audience
clears out before they get to go
up.

From (515) 357-9725
To Ames Travis Open Mic (319) 560-1572
Ames Charlie thru Willa (319) 775-1359
Ames Lockwood Lyndsay open mic (515)
231-2907

Thank you! Just started a new
chat with Willa in instead. Ttys!

Feb 9, 2022
1:15 PM

From Lockwood Willa (515) 745-4817
To Ames Travis Open Mic (319) 560-1572
Ames Lockwood Lyndsay open mic (515)
231-2907
(515) 357-9725

I definitely agree. I was sad to see
a couple people leave before they
got a chance to perform. Since
it's been pretty busy lately, it
might be worth it o have a sign
up sheet. We could cap it at 15
people and they each can
perform one or two songs/
poems/comedic set. Then if there
is extra time at the end we could
open it up. But definitely want
everyone who wants to have the
opportunity to perform in front of
an audience!! -Willa

Feb 9, 2022
1:47 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To Ames Travis Open Mic (319) 560-1572
(515) 357-9725
Lockwood Willa (515) 745-4817

° Yeah with more regulars coming
we probably have to start
making it more structured.
Thanks for the feedback and
caring about making it a good
experience for everyone ♦

Feb 9, 2022
2:35 PM

From Ames Travis Open Mic (319) 560-1572
To Ames Lockwood Lyndsay open mic (515)
231-2907
(515) 357-9725
Lockwood Willa (515) 745-4817

° Thanks everyone for your input!
We'll set up a sign up sheet
starting next Tuesday. - Travis

Feb 9, 2022
5:29 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725
Lockwood Willa (515) 745-4817

° Hey you two! Yours are the only
numbers I have for the Singles
Mingle. So pass this message
along? I just thought we should
have a little meeting about it
before Saturday, to talk about
alcohol, wristbands? And I am
wondering since it's marketed
towards dating, if it should be
18+?

Feb 10, 2022
6:23 PM

From Lockwood Willa (515) 745-4817
To Ames Lockwood Lyndsay open mic (515)
231-2907
(515) 357-9725

° We should definitely have a
meeting! I am available
tomorrow morning before work.
The event is 18+ and I'm pretty
sure it says that on the flyers... I
think it's on the backside
(without the artwork).

Feb 10, 2022
6:27 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725
Lockwood Willa (515) 745-4817

° Oh perfect! I think I only got one
of the back images. What time
do you work?

Feb 10, 2022
6:28 PM

From Lockwood Willa (515) 745-4817
To Ames Lockwood Lyndsay open mic (515)
231-2907
(515) 357-9725

° I work at 10 and Charlie works at
10 or 11... I will double check and
see if the morning works for
everyone!

Feb 10, 2022
6:30 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907
Lockwood Willa (515) 745-4817

° I'm busy 2 - 4 but I'm available
any time else

Feb 10, 2022
6:31 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907
Lockwood Willa (515) 745-4817

° I like this song "Don't Look at Me -
I'm Ugly in the Morning!" is the
chorus line:

<https://youtu.be/TvfXwv6m1KQ>

... but yea morning works.

Feb 10, 2022
6:33 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907
Lockwood Willa (515) 745-4817

° Lmk what time and I'll be there

Feb 10, 2022
7:10 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725
Lockwood Willa (515) 745-4817

° Is 9:30 good? It will be brief ♦

Feb 10, 2022
7:18 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907
Lockwood Willa (515) 745-4817

° Yeeee

Feb 10, 2022
7:19 PM

From Lockwood Willa (515) 745-4817
To Ames Lockwood Lyndsay open mic (515)
231-2907
(515) 357-9725

° Sounds good!

Feb 10, 2022
7:52 PM

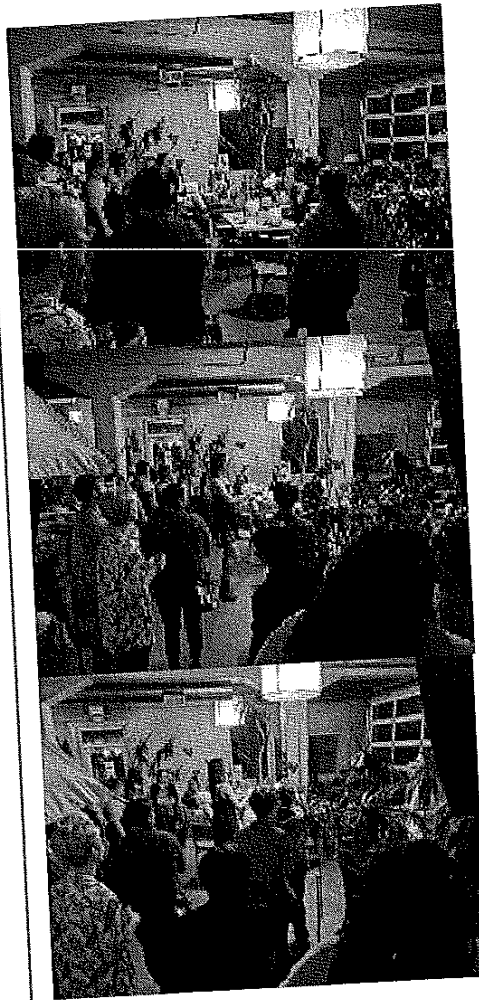
From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907
Lockwood Willa (515) 745-4817

° Here

Feb 11, 2022
9:29 AM

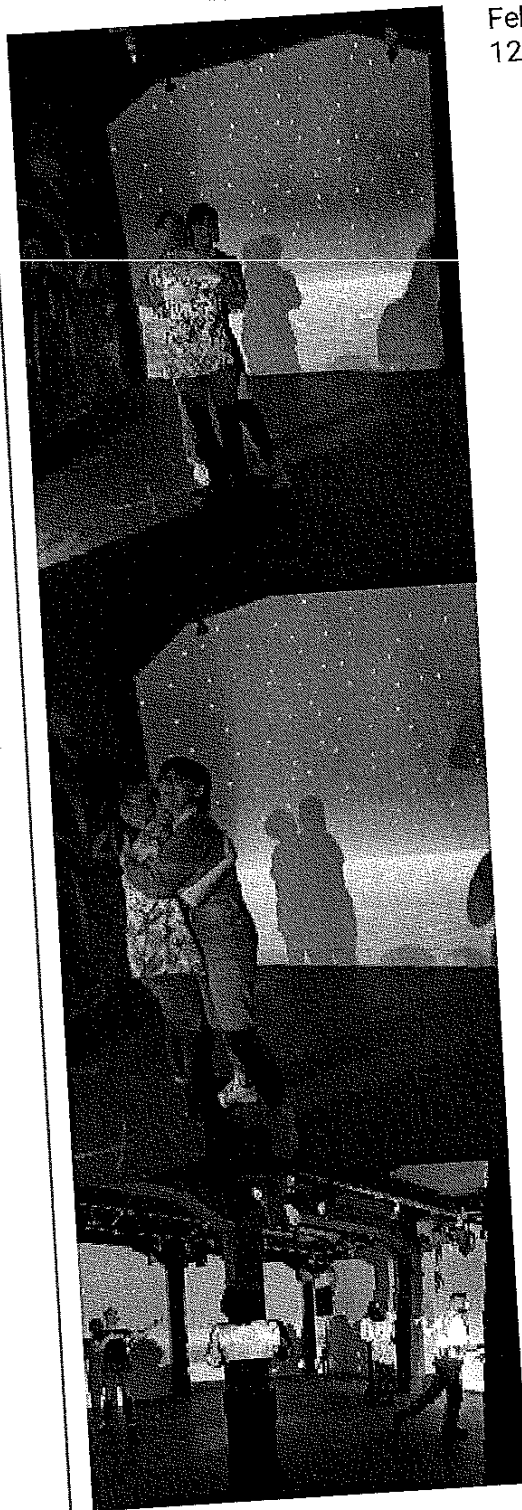
From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907
Lockwood Willa (515) 745-4817

Feb 13, 2022
12:17 AM



From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907
Lockwood Willa (515) 745-4817

Feb 13, 2022
12:18 AM



From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725
Lockwood Willa (515) 745-4817

° So cute???

Feb 13, 2022
10:00 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907
Lockwood Willa (515) 745-4817

° Hey Lyndsay and Willa. I had a close friend pass away about a week about and just found out his service is in Minneapolis Wednesday morning. I won't be at open mic tomorrow night because I'll be driving. Love you both and have a great time.

Feb 15, 2022
12:02 AM

From Lockwood Willa (515) 745-4817
To Ames Lockwood Lyndsay open mic (515)
231-2907
(515) 357-9725

° I'm so sorry Sondra, thinking about you and sending love 💎💎
Drive safe!!

Feb 15, 2022
8:04 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907
Lockwood Willa (515) 745-4817

° Thank you - always appreciate you so much 💎💎

Feb 15, 2022
10:20 AM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725
Lockwood Willa (515) 745-4817

° So sorry 💎

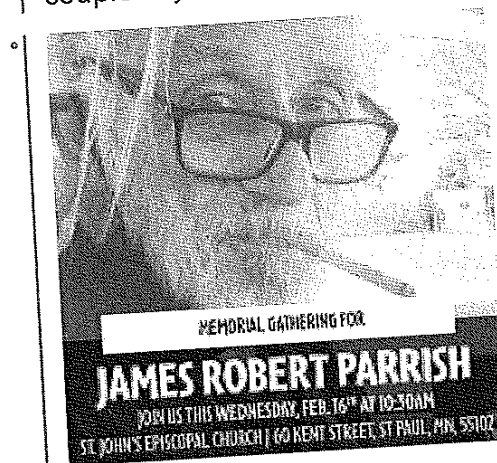
Feb 15, 2022
10:30 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907
Lockwood Willa (515) 745-4817

° Thank you. Lyndsay. Looking forward to meeting with he and my mutual friends these next couple days. He was amazing

Feb 15, 2022
2:56 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907
Lockwood Willa (515) 745-4817



Feb 15, 2022
2:57 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907
Lockwood Willa (515) 745-4817

° He was looking forward to coming to Reliable Street next time in town. We talked all the time. He was essential at the Standing Rock protests and he got my bus for me.

Feb 15, 2022
2:58 PM

From Ames Travis Open Mic (319) 560-1572
To Ames Lockwood Lyndsay open mic (515)
231-2907
(515) 357-9725
Lockwood Willa (515) 745-4817

° Hey music friends, for Ames in the half shell for Jaycees we are looking for a new band potentially last Friday of May. We are looking for a band that would be a crowd of 400+ people and family friendly. Are there any bands around here that you know has that kind of a following?

Feb 17, 2022
8:12 PM

From (515) 357-9725
To Ames Travis Open Mic (319) 560-1572
Ames Lockwood Lyndsay open mic (515)
231-2907
Lockwood Willa (515) 745-4817

° No, but if you need an opening act....

Feb 17, 2022
8:13 PM

From (515) 357-9725
To Ames Travis Open Mic (319) 560-1572
Ames Lockwood Lyndsay open mic (515)
231-2907
Lockwood Willa (515) 745-4817

° Honestly no clue. You know everyone I hang out with.

Feb 17, 2022
8:15 PM

From Ames Travis Open Mic (319) 560-1572
To Ames Lockwood Lyndsay open mic (515)
231-2907
(515) 357-9725
Lockwood Willa (515) 745-4817

° Yeah I know what you mean. This is our only fundraiser for Jaycees so they want to make sure a band draws a large crowd to make enough on tickets and alcohol sales

Feb 17, 2022
8:17 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To Ames Travis Open Mic (319) 560-1572
(515) 357-9725
Lockwood Willa (515) 745-4817

° Stranger than Fiction maybe?

Feb 17, 2022
8:28 PM

From Ames Travis Open Mic (319) 560-1572
To Ames Lockwood Lyndsay open mic (515)
231-2907
(515) 357-9725
Lockwood Willa (515) 745-4817

° Thanks, I'll check if they have anything coming up so we can scope them out

Feb 17, 2022
8:38 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To Ames Travis Open Mic (319) 560-1572
(515) 357-9725
Lockwood Willa (515) 745-4817

° It's like a bunch of high school teachers so they know lots of people ♦

Feb 17, 2022
8:38 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907
Lockwood Willa (515) 745-4817

° I ordered seed potatoes and
huitlacoche spores for the
garden and had them sent to my
parents' place in Ankeny.
Wondering if I can use Reliable
Street or Willa's address in case
I order something for the garden
in the future.

Feb 18, 2022
9:34 AM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725
Lockwood Willa (515) 745-4817

° Yeah 4625 Reliable St Ames, IA
50014

Feb 18, 2022
7:03 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725
Lockwood Willa (515) 745-4817

° ? ? ?

Feb 18, 2022
7:03 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907
Lockwood Willa (515) 745-4817

° Wonderful thank you ♦

Feb 18, 2022
7:04 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° You can hold off on ordering the
seeds plz. Two weeks ago
DMACC told me they were
sending me \$800 but just called
and found out it is only \$117 so
not sure how they got the last
number.

Feb 22, 2022
2:43 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Reliable can just pay for the
seeds

Feb 22, 2022
2:50 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° I asked to do the prairie and
really didn't intend to put the
expense on you, Lyndsay. I feel
bad about this. I know Willa
wanted to help and Cody gave
me \$100 towards them. This
DMACC thing just threw off my
finances.

Feb 22, 2022
3:02 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

Feb 24, 2022
1:58 PM



From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Story county conservation has
some nice outdoor events

Feb 24, 2022
1:59 PM

° Ooh awesome. I'll reschedule my
dental appt at the same time.

Feb 24, 2022
2:01 PM

° Thank you

Feb 24, 2022
2:01 PM

° Dental appointment?

Feb 24, 2022
2:02 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Lol I have a dental appt at 4:30
on March 1 I'll reschedule so I
can go to that. Lol I was thinking
out loud and giving you more
info than you needed

Feb 24, 2022
2:04 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Yeah I'm not sure if the march
1st one is just for families or not?
The hike ones are definitely for
everyone ♦

Feb 24, 2022
2:06 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Oh cool I'll look at them closer
when I get home.

Feb 24, 2022
2:06 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Just got out of class

Feb 24, 2022
2:07 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° We have an event next Sunday

Feb 26, 2022
11:49 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Here's the announcement I've
been using and the flyer if you
know anyone who wants to
come (including you!):

Feb 26, 2022
11:50 AM

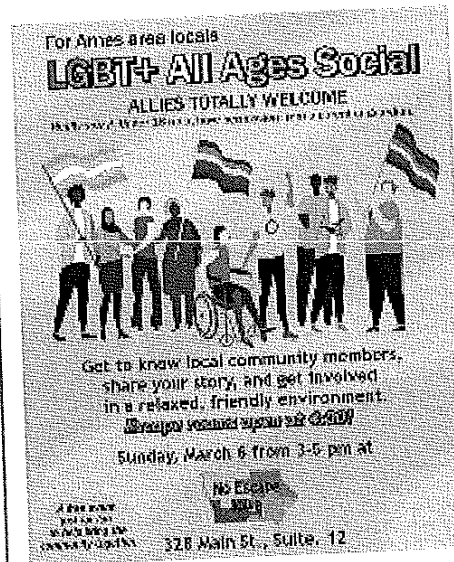
From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° A week from this Sunday there's
a free event at No Escape @here
in Ames. Its gonna be super fun!
The owner is opening up the
escape rooms for us at 4 which
is a huge donation/ gesture to
the community. Please let
people know it will be a lot of fun
and we need help getting the
word out. Hope to see you there!

Feb 26, 2022
11:50 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

Feb 26, 2022
11:50 AM



From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Super cute and fun!!!

Feb 26, 2022
2:26 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Wondering if Cody and I can burn that grass pile in a burn barrel if that's okay. My friend Paul would help us haul it but the city yard waste is closed now. Also wondered if you ordered the seeds just kinda wondered where that's at

Feb 28, 2022
9:43 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Yeah I'd probably burn it in the fire pit. Technically it's illegal to burn yard waste in town but the pit is more hidden ♦

Mar 1, 2022
1:41 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Sweet. We burnt some last night cuz Austin said we could. We were just gonna do more here and there till it's gone.

Mar 1, 2022
1:48 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907
Lockwood Willa (515) 745-4817

° Hey ladies I just got home from the dentist with half a numb face after a long day at college. Thinking to skip the poetry slam tonight, but if you're exhausted too I can come help set up.

Mar 1, 2022
6:19 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725
Lockwood Willa (515) 745-4817

° Got plenty of help tonight! Rest up ♦

Mar 1, 2022
6:55 PM

From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907 Lockwood Willa (515) 745-4817	° Wonderful to hear! Goodnight ◆◆	Mar 1, 2022 6:56 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907 Lockwood Willa (515) 745-4817	° Realized track 9 on DD's album Old Mill is about THE MILL!	Mar 1, 2022 6:57 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907 Lockwood Willa (515) 745-4817	° My daily epiphany lol	Mar 1, 2022 6:57 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907 Lockwood Willa (515) 745-4817	° Omw	Mar 8, 2022 6:30 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° I'll be warmed up by the fifteenth!	Mar 11, 2022 2:34 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° And rested lol	Mar 11, 2022 2:35 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° What time and what is it	Mar 11, 2022 2:35 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Did seed potatoes arrive in the mail at Reliable?	Mar 14, 2022 1:02 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° Not sure. I'll check this afternoon ◆	Mar 14, 2022 1:04 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Thanks!	Mar 14, 2022 1:05 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Nice out gonna get them in the ground. They're for Lockwood's masala dosa crepes.	Mar 14, 2022 1:05 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Paul and I are finishing the wood chip mission Wednesday.	Mar 14, 2022 3:06 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Can send \$100 in Venmo toward seeds if u give me ur venmo. Also Willa wants to pitch in	Mar 14, 2022 3:21 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° I wouldn't mention that I said anything to you about Denise feeling unheard. I only mentioned it because you are now a leader and it's something that we all need to be aware of. If she feels like it's talking behind her back she might be even more reluctant to bring up any feelings or opinions.

Mar 14, 2022
4:36 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Okay.

Mar 14, 2022
4:36 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Thank you. I think it's handled now - I reached out and looking forward to hearing from her.

Mar 14, 2022
4:37 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° So as leaders we have to always be mindful of checking in with the people we work with so they feel comfortable bringing it up to us in the future ♦

Mar 14, 2022
4:37 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Okay thank you for the guidance.

Mar 14, 2022
4:38 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° How are you?!

Mar 14, 2022
4:41 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° It's one of the hardest things about being in charge. Cuz you want to be defensive or be like well I know better than you. But as long as people feel heard and considered it works itself out. Regardless if you were right to begin with ♦♦

Mar 14, 2022
4:41 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Well thanks for taking on the project ♦

Mar 14, 2022
4:41 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° It's a lot of work.

Mar 14, 2022
4:41 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° ♦♦

Mar 14, 2022
4:41 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° I'm good. In spring mode. Ready
to make some big shit happen ♦

° Love the weather I'll be out there
all week and let all the garden
peeps know COME PLAY

° Yeeee

° Nice looking forward to it.

° Yay!!!

° How are you?

° There were paint brushes at
Lockwood. Do you know where
they are?

° I'm happy today :)

° Ya

° Getting stuff done. Have
midterms due soon - just working
and art. Things are overall good.
Hopefully getting bus later this
month. If you know anyone
heading to northwest Iowa
looking for ride

° Good!!!

° Okie♦

° Think imma save the brush and
paint tomorrow while the Cafe is
open

Mar 14, 2022
4:42 PM

Mar 14, 2022
4:42 PM

Mar 14, 2022
4:42 PM

Mar 14, 2022
4:42 PM

Mar 14, 2022
4:56 PM

Mar 14, 2022
4:56 PM

Mar 14, 2022
4:56 PM

Mar 14, 2022
4:57 PM

Mar 14, 2022
4:58 PM

Mar 14, 2022
5:00 PM

Mar 14, 2022
5:02 PM

Mar 14, 2022
5:02 PM

Mar 14, 2022
5:16 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Sounds good

Mar 14, 2022
5:19 PM

° My new friend Sid is working with
me in the garden. Introduced
through Sharon and she was in
judo with Cody. Case u
wondered who's over here w me.

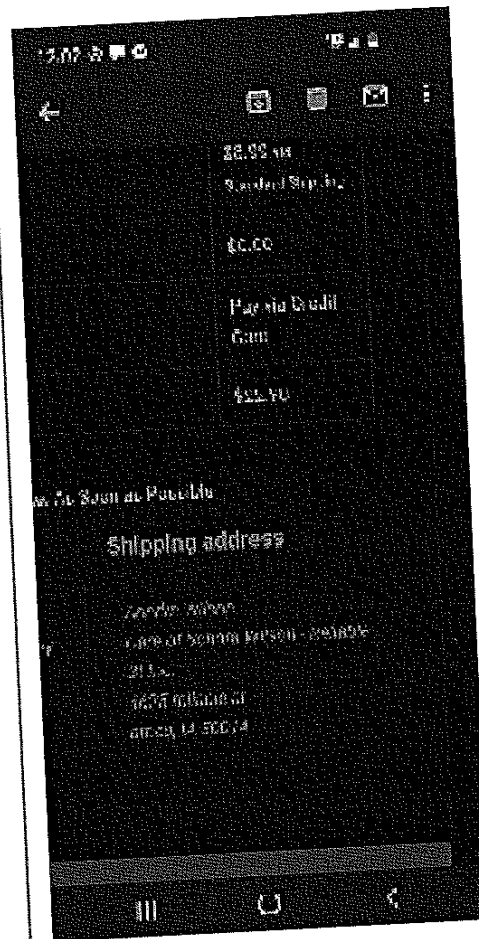
Mar 15, 2022
5:26 PM

° Finishing a bite to eat then
coming to set up - prolly 6:45

Mar 15, 2022
6:28 PM

° Okie ?

Mar 15, 2022
6:40 PM



Mar 17, 2022
12:03 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Did I get the right address for
Reliable?

Mar 17, 2022
12:03 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° The company thinks the seed
potatoes arrived

Mar 17, 2022
12:03 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Heya - couple questions -

1. Do you know why this
rectangle is staked off?



° 2. Lydia and I were going to paint
this sign tomorrow and
wondered if we can do it inside
maybe in the beach area?



° That's the address

° I'll check again for the potatoes

° Also did you see the shed?

Mar 17, 2022
1:41 PM

Mar 17, 2022
1:41 PM

Mar 17, 2022
1:43 PM

Mar 17, 2022
1:43 PM

Mar 17, 2022
1:43 PM

Mar 17, 2022
1:43 PM

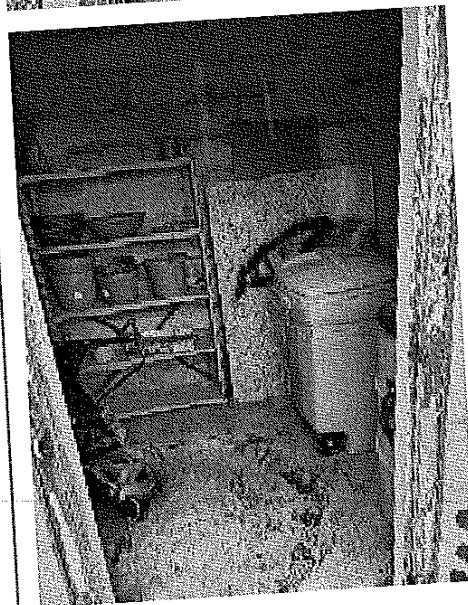
Mar 17, 2022
1:44 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



Mar 17, 2022
1:44 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907



Mar 17, 2022
1:44 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Be there in an hour

Mar 17, 2022
1:44 PM

° Ah ty

Mar 17, 2022
1:44 PM

° Looks great!

Mar 17, 2022
1:44 PM

° Do you still need my drill?

Mar 17, 2022
1:45 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Asked Austin if he could help with putting a door there? And lock? I bought a saw and will probably buy more things hoping to be able to keep safe.

Mar 17, 2022
1:45 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Yes on drill please.

Mar 17, 2022
1:45 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Done with your mallet.

Mar 17, 2022
1:46 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° I'll be there around 3.

Mar 17, 2022
2:12 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Mind if I bring your mallet tomorrow unless you need it tonight. Forgot it in Cody's car when I came up.

Mar 17, 2022
6:14 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° That's fine

Mar 17, 2022
6:29 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Your potatoes came

Mar 18, 2022
10:10 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Yay!!

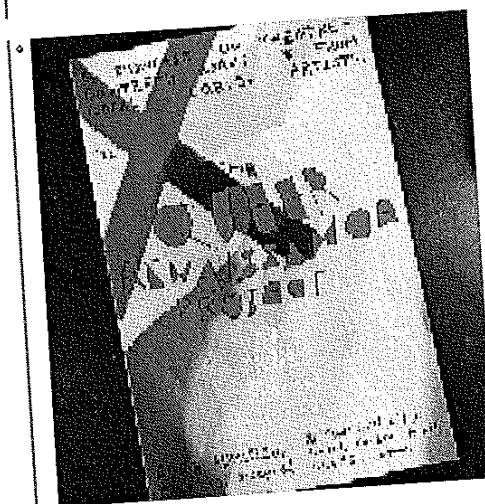
Mar 18, 2022
10:10 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Is there a flyer for the upcoming event? Looking for deets.

Mar 18, 2022
10:11 AM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725



Mar 18, 2022
10:11 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
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To Ames Lockwood Lyndsay open mic (515)
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To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Thank you

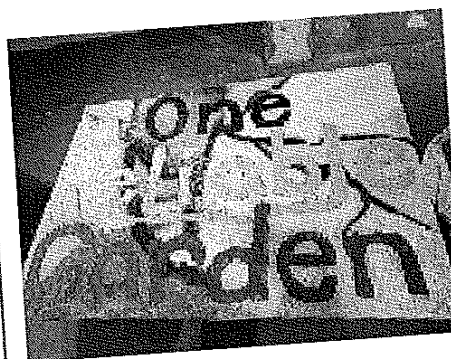
° I'll be up there on like half hour w
Lydia - find a spot to paint if that
still works.

° Yeah

° Sweet

° Ur mallet is at Lockwood

° A little over halfway done.
Planning to finish tomorrow:



° Planning to add sealant Sunday
after it dries.

° But tomorrow will make letters
pop and add lil plants n stuff.

° Sorry to slip out when you were
somewhere - they said they'd put
the rest away. Woke up early and
need to wake early tomorrow so
gong sideways. Thanks for a fun
night at always!!

° ♦♦♦

Mar 18, 2022
10:12 AM

Mar 18, 2022
10:13 AM

Mar 18, 2022
10:15 AM

Mar 18, 2022
10:17 AM

Mar 18, 2022
11:01 AM

Mar 18, 2022
3:36 PM

Mar 18, 2022
3:36 PM

Mar 18, 2022
3:37 PM

Mar 18, 2022
3:37 PM

Mar 22, 2022
9:56 PM

Mar 23, 2022
12:51 AM

From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Can you text Piper my number? Wanted to invite her to the LGBT+ events group.	Mar 23, 2022 1:19 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° I don't have her number	Mar 23, 2022 1:20 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° Just email	Mar 23, 2022 1:20 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° That'll work if that's cool	Mar 23, 2022 1:22 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° queerrenaissanceproject@gmail .com	Mar 23, 2022 2:07 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Gracias	Mar 23, 2022 2:08 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Where do I get a Witchtit or Lyndsay album?	Mar 23, 2022 6:47 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° Bandcamp	Mar 23, 2022 7:12 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° One time... at band camp...	Mar 23, 2022 7:16 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Thanks	Mar 23, 2022 7:16 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Did you see the invoice for the prairie seeds I forwarded to you?	Mar 24, 2022 12:37 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Also I thought the Renaissance event was Sunday. Unfortunately I'll be out of town Saturday.	Mar 24, 2022 12:38 PM
From Ames Lockwood Lyndsay open mic (515) 231-2907 To (515) 357-9725	° It's on my list for tomorrow	Mar 24, 2022 4:56 PM
From (515) 357-9725 To Ames Lockwood Lyndsay open mic (515) 231-2907	° Thank you	Mar 24, 2022 5:13 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

Trying to arrange a meeting with SHEPH for when Willa feels better. Talked to Emily about it a week ago and they were too busy with SATs and finals, but I messaged them again today and said we really need a meeting:

Mar 25, 2022
3:36 PM

I spent about ~\$400 on garden supplies I think really were needed - apparently the school changed the way they fund the garden and supplies need to be applied for months ahead of time and they no longer reimburse for things already purchased. Just letting you know - I don't think that's what you were told when advertised the garden.

I asked them who I can talk to at the school about their funding procedures.

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Hmmmmm I don't really know what to tell you...

Mar 25, 2022
4:10 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° It's alright my fault for buying it the results will be worth it. Just spent my book publishing money.

Mar 25, 2022
4:50 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Just an update found a grant application through the city - going to apply- looks promising!

Mar 26, 2022
2:25 PM

<https://www.cityofames.org/government/departments-divisions-a-h/city-clerk/neighborhood-improvement-project-grant>

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° The only issue I see is that it's supposed to be on public property

Mar 26, 2022
5:18 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Oh shit I missed that. Thanks. Hadn't printed it yet.

Mar 26, 2022
5:19 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

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231-2907

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To (515) 357-9725

From Ames Lockwood Lyndsay open mic
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To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

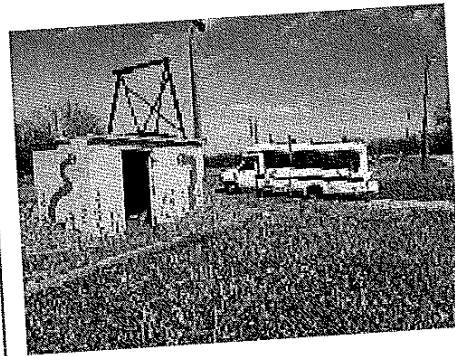
From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Perused it but hadn't read the
fine print I guess.

° I'm in the car almost to my
brother's. See you Tuesday
have fun tonight

° ♦♦

° I'm so happy I got my house
back!!



° Cool!

° Just so you know, that's our
driveway to the ramp and the
railroad uses it too so you'll need
to move it♦

° Okay sounds good. I'm back at
Cody's just had it there for a bit
while working cuz was cleaning it
inside.

° And doing compost stuff

° Just gonna park it on sidestreets
til I find something more
longterm

° Just so I know should I never
park it there or is it okay during
the day while I'm working in the
garden?

Mar 26, 2022
5:19 PM

Mar 26, 2022
5:20 PM

Mar 26, 2022
5:21 PM

Mar 28, 2022
3:18 PM

Mar 28, 2022
3:18 PM

Mar 28, 2022
3:32 PM

Mar 28, 2022
3:43 PM

Mar 28, 2022
3:44 PM

Mar 28, 2022
3:45 PM

Mar 28, 2022
3:46 PM

Mar 28, 2022
4:00 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
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From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

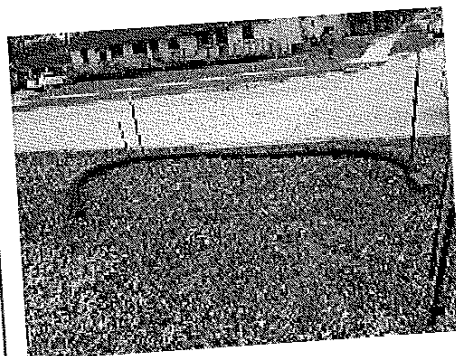
° Yeah don't park it there anytime
please ♦

° Okay.

° Thank you!

° Grateful for you

° Not sure what this is



° Assuming whoever put the
stakes there left that - just
wanted you to know it wasn't me.

° Also wanted to paint the rest of
this "Prairie Restoration in
Progress..." - wondered if I can
still paint in the gallery now that
it's open or should I wait till it's
warm and do it outside? Was
hoping to do some of this while
it's colder so can do outside stuff
when it's warm. Sharon said to
check in with it's I you if it's okay
to paint in there.

Mar 28, 2022
4:11 PM

Mar 28, 2022
4:11 PM

Mar 28, 2022
4:25 PM

Mar 28, 2022
4:25 PM

Mar 29, 2022
1:32 PM

Mar 29, 2022
1:32 PM

Mar 29, 2022
1:35 PM

Mar 29, 2022
1:54 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

Mar 29, 2022
1:54 PM



From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Yeah since there's a show now I
can't have you painting in there.

Mar 29, 2022
2:23 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Sorry

Mar 29, 2022
2:23 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Np see you in a few hrs

Mar 29, 2022
2:39 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° I took my other drawings out.

Mar 29, 2022
2:44 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Sorry I had to leave I'm just in a
survival funk these past few
days. Have a good night

Mar 29, 2022
8:56 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° That's okay. Take care of yourself
💎

Mar 29, 2022
9:31 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° Can you meet tomorrow at 2pm
in the garden?

Mar 30, 2022
6:10 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° I'll be back in ames ~2:30 if that
works.

Mar 30, 2022
6:10 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Have class in Boone till then.

Mar 30, 2022
6:11 PM

From Ames Lockwood Lyndsay open mic
(515) 231-2907

To (515) 357-9725

From (515) 357-9725

To Ames Lockwood Lyndsay open mic (515)
231-2907

From Ames Lockwood Lyndsay open mic
(515) 231-2907

To (515) 357-9725

From (515) 357-9725

To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725

To Ames Lockwood Lyndsay open mic (515)
231-2907

From (515) 357-9725

To Ames Lockwood Lyndsay open mic (515)
231-2907

° Does 3:30 work?

Mar 30, 2022
6:16 PM

° Yea that's good

Mar 30, 2022
6:21 PM

° Sounds good. See you then

Mar 30, 2022
6:25 PM

° Sweet

Mar 30, 2022
6:25 PM

° Omg Alannis Morrisette is going
to be at the Iowa State Fair!!

Mar 31, 2022
10:27 AM

°

Mar 31, 2022
10:27 AM

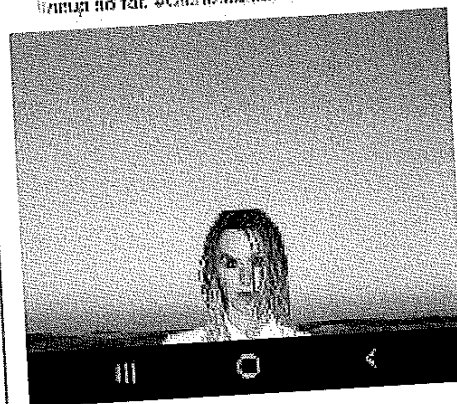
facebook



Iowa State Fair • Follow

Some news we thought you might know.
Alanna Morrisette with special guest
Morgan Wade is joining the Homebrewers
Lumiere Grandstand Concert Series lineup!
They'll be performing on Monday, August 15
at 8 p.m. 🎵🍷

Tickets go on sale this Friday, April 7 at 10
a.m. Visit iowastatefair.org for all the
details and to check out the rest of our
lineup so far. #Grandstand2022



From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

Mar 31, 2022
6:00 PM

Dear Lyndsay,

I am not going to keep texting you, but it's in the back of my head wondering if I texted you too much - if you personally were/are feeling the way you and Sharon described others were feeling. I think I got excited about making friends and overwatered the relationship (overtexted). I don't know what you and Sharon intended to tell me besides not working in the garden because I said I don't feel like coming around if feeling I'm making people uncomfortable - but my art was wrapped so maybe your intent was to tell me it's better if I don't come around Lockwood/Reliable in general.

I just want to apologize to you in case I did make you feel uncomfortable or upset or hurt or pushed by me.

Be well in your endeavors. I'm really sad. I feel like I'm losing almost all my friends at once with this. Not sure what else to say.

Sondra

From Ames Lockwood Lyndsay open mic
(515) 231-2907
To (515) 357-9725

° I'm very sorry. The last thing I ever want is to hurt anyone. But as a leader I have to be mindful of the entire community involved. People feeling unsafe and not wanting to be in the space or come to events is something we can't have happening.

Apr 1, 2022
11:39 AM

So, yes we have decided that we can no longer have you in the space. We will continue to have conversations and I will let you know if something changes. Time can be healing.

I'd recommend reading about boundaries and active listening. I know your intentions are good. Your true friends will still be there for you. Take care💎

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° [Attachment 10] Long message.txt

Apr 1, 2022
12:01 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Also I need to pick my paints up sometime please. There in the back on the floor by the tools.

Apr 1, 2022
12:24 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Sharon got me my paints.

Apr 1, 2022
3:22 PM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° I wrote a letter for you/ Reliable and Lockwood. What's the best way to get these to you?

Apr 8, 2022
1:29 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

° Sorry I sent that so late. I'm a night owl and forget to check the time sometimes when I send something.

Apr 8, 2022
7:56 AM

From (515) 357-9725
To Ames Lockwood Lyndsay open mic (515)
231-2907

I don't know if you read the letter I sent. I feel devastated and hurting so bad over this. As someone i thought was a friend I wish you would have at least checked in in me. I feel severely hurt by unfair complaints against me by people I mistakenly thought were friends and hurt by the rest of my friends moving on and forgetting about me and apparently believing them. Have a good life this is really unfair.

Apr 18, 2022
9:59 PM

YOU'RE INVITED TO



"Morning Wood"



Friendsgiving Potluck

Where: Lockwood Cafe

Date: Monday, November 29th

Time: 5 p.m.



RSVP



Morningwoodfriendsgiving.rsvpify.com

Ames Valentine
Queer Singles Mingle



February 12th @ 7pm
Reliable Street Gallery

Artwork by Jamila Johnson

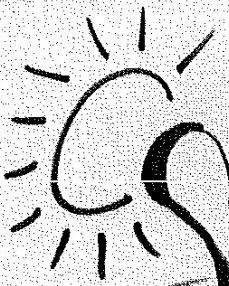
7:00 INTRODUCTIONS
AND MINGLING

8:00 SPEED DATING

8:30 OPEN DANCE
FLOOR

Come enjoy a fun, safe space for
LGBTQ+ people to socialize and meet
other poly/single queer people.

We hope to see you there!

 ~~S~~ ~~h~~ ~~d~~ ~~r~~ ~~a~~ ~~.~~
Sandra

A+B+C at
Sandra
"

Happy Birthday you
Beautiful Goddess! Enjoy
your Shrute + day! ♥ LOVE YA

Enjoy your Greek!

a Shrute for Sandra ♥

a Shrute 4 Sandra!!!
(for real this time haha)

< Payment details



Lyndsay Nissen
"Prairie 🌱 Seeds"
- \$100

Social activity

❤️ 0 💬 0

Status
Complete

Payment method



GREAT WESTERN BANK Personal
Checking
Bank •• 1362

Transaction details

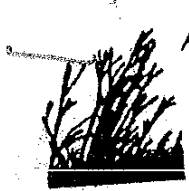
March 17, 2022 3:23 PM • 🔒 Private

Paid to

@Lyndsay-Nissen

Type of transaction





Allendan Seed Company

1966 175th Lane
Winterset, IA 50273
Ph: (515) 462-1241
e-mail: allendan@allendanseed.com

Payment Receipt

Date: 28-Mar-22
Memo # AR-05998
Acct # WilsoSo

Page 1

SEND TO: Sondra Wilson
4505 SW Sawgrass Pkwy
Ankeny, IA 50023

As of the above date, your Account with us has been adjusted as follows:

				Terms: For Aging Payments/Cr	
				Due: 28-Mar-22	
YOUR REF #	SUB#	DESCRIPTION	QUANTITY	PRICE	CHARGES CREDITS

Payment Receipt
VISA/MC #

Total Memos: \$0.00 \$242.13

Net Account Impact: (\$242.13)

CREDIT! DO NOT PAY!

Thank you for your business.

3/28/2022

VTReceipt

ALLENDAM SEED COMPANY
1966 175TH LANE
WINTERSET, IA 50273
515-462-1241

Date: 3/28/2022 Time: 8:39 AM CST

Trans Type:	Sale
Customer ID:	WilsoSo
Transaction #:	377923337
Name:	Sondra Wilson
Account:	*****2443
Exp Date:	****
Card Type:	MASTERCARD
Street:	4505 SW Sawgrass Pkwy
Zip:	50023
Entry:	Manual
Invoice #:	OP-14745
AuthCode:	273614
Result:	APPROVED
Message:	APPROVAL
Batch Number:	300
Description:	Seed
Subtotal:	\$242.13

Total Amt: \$242.13

I Agree to Pay Above Total
Amount According to Card
Issuer Agreement (Merchant
Agreement if Credit Voucher)

Signature X

Sondra Wilson
adraghastar@gmail.com

Dear Lockwood Cafe and Reliable Street, Inc, to whom it may concern:

This past couple weeks have been very difficult for me since hearing from you "what some people were really thinking". For several days and sleepless nights I wracked my brain "what did I do that made people feel this way?" Despite what I was told by Sharon and Lindsey, no one ever told me they needed space or that I was making anyone feel unsafe. It was not a case of me not listening: literally no one ever said anything to me.

My time at Reliable/Lockwood has fostered numerous friendships and acquaintances that have lifted my heart and made me feel like a valued and respected community member for the first time in life – including what I have thought/felt were friendships-in-development with you, the owners, Lindsey, Sharon, Austin – and many others. I've really felt part of something worth working for – projects that bring much needed healing to the the city of Ames and central Iowa area. Since Thursday, April 31, when you approached me, I contacted friends from the space to find out who is in fact still my friend, and to determine if I've ever made any of them feel a certain way, to which I was prepared to apologize. All of them seemed as surprised as I was, and when I discovered who one of the complainants was – frankly I'm pretty surprised, but this entire thing could have been handled much better in a way that did not hurt me or others. I hope you will take the time to read through this letter to see through my eyes because I have been treated very unfairly – and I don't believe that was your intent.

Oct. 2021 I was asked to manage the garden. Around July last year I was asked to manage Reliable Street's garden based on my experience and because the garden was not being properly cared for.

I coordinated with involved parties to my best ability. Although Lindsay, Sharon, and Austin didn't have much time to engage with it, I was directed to correspond primarily with Lockwood employees Willa Colville and Denise Martinez, and members of SHEPH with regard to planning and labor. Willa was the only person with time to put hands-in-the-ground (usually Mondays and Saturdays), and thus became my primary contact for correspondence between the garden and Lockwood/Reliable. All parties, however, were invited and many participated in the Discord server, and in-person meetings. I kept Lindsay, Sharon, and Austin informed when I felt was needed (since they didn't join Discord) due to the fact that a primary complaint was that the previous managers did not keep open communication with Reliable/Lockwood. I included ideas proposed by related parties such as:

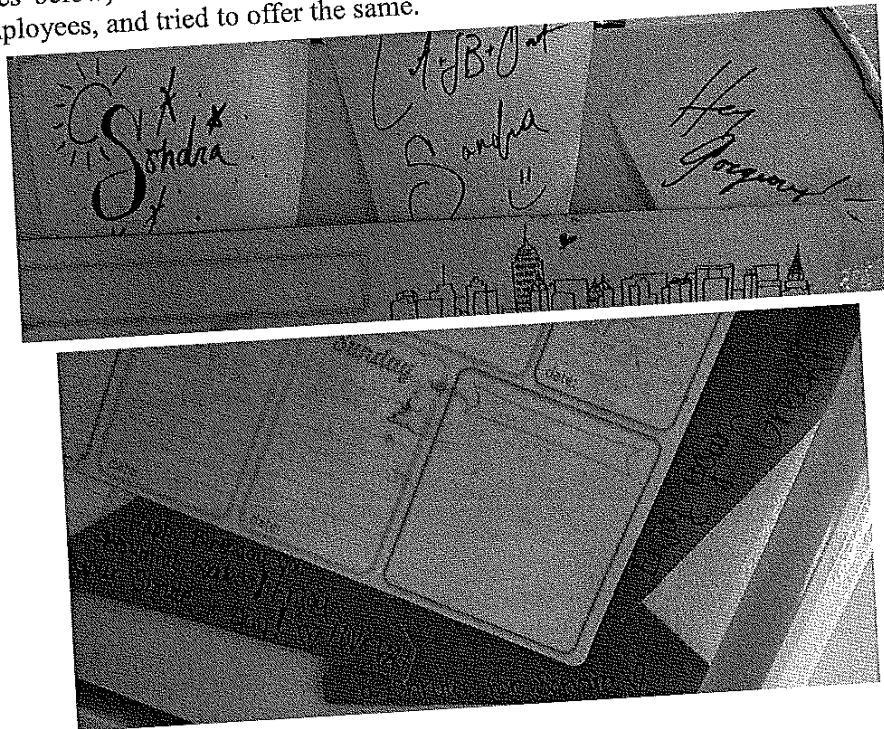
- using blueprints provided by SHEPH, created a step-by-step for use by the students how to sprout, (trans)plant, and care for each plant to help the students;
- improved the compost system and included plants for use at Lockwood as suggested by Sharon;
- connected SHEPH and Denise through Discord to coordinate use of to-go containers for sprouting as suggested by Denise;
- reworked the compost system and rain barrels with input from Austin;
- made plans with Sylvie to integrate her herb garden, offered to accompany her to purchase them when the time came, which we were looking forward to;
- integrated Sid's compost sifting technique;
- and more.

Conflict arose. City regulations require that prairie (and related fires) must be 4 feet from all structures, streets, etc. Local prairie specialists suggested wetting wood chips prior to burning to create a sort of moat to protect infrastructure. I asked nearly everyone at Lockwood/Reliable if anyone had access to cheap or free 4x4s. Willa's family donated several which she helped install, yet more were needed. When spring arrived ~March 21-26 I was on spring break, and it suddenly became "go time" for the garden (weather was suddenly amazing). I went ahead and purchased enough 4x4s and mending braces (~\$145) to finish most of the project, and helped coordinate several more loads of wood chips to be delivered to the property.

Afterward I mentioned to Willa I'd spent a considerable amount of money on supplies, and that a few things were still needed. She told me to be sure to save receipts and encouraged me to speak with Sharon, Austin, and Lindsey. About a week later I asked if Austin had a moment, and he suggested I bring it up with Lindsey "She'll probably help." I brought it up with her and she didn't offer so I didn't want to press it (honestly I was happy donating the supplies, but we did need a few more things I couldn't afford). So last Wednesday (3/30/22) I asked Sharon if she had any ideas to help fund the garden – that we hadn't really talked about finances since I was appointed, and she set up a meeting with Lindsay, her, and me.

We met the next day around 3:30 pm, at which time I was informed I was no longer allowed on the property due to "multiple complaints" that people felt "unsafe" around me because I had "crossed boundaries". I had no idea who said these things or why, and when I mentioned this Lindsay and Sharon told me the person(s) claimed they "tried to tell me" and that I should read a book on active listening.

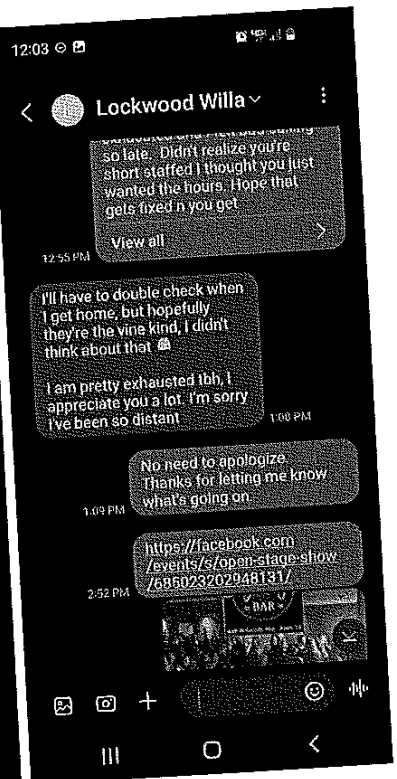
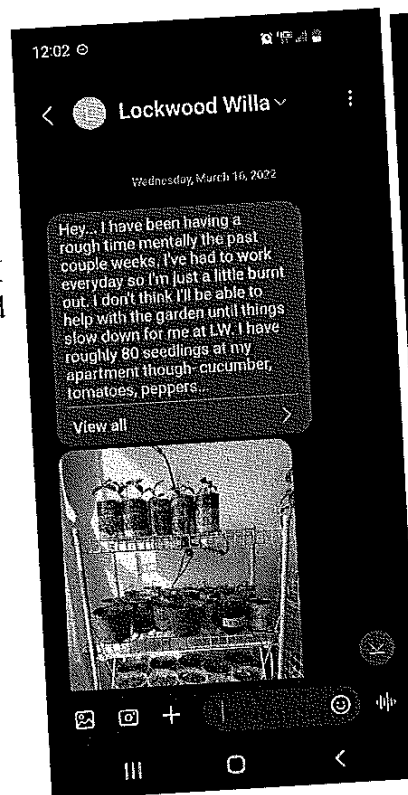
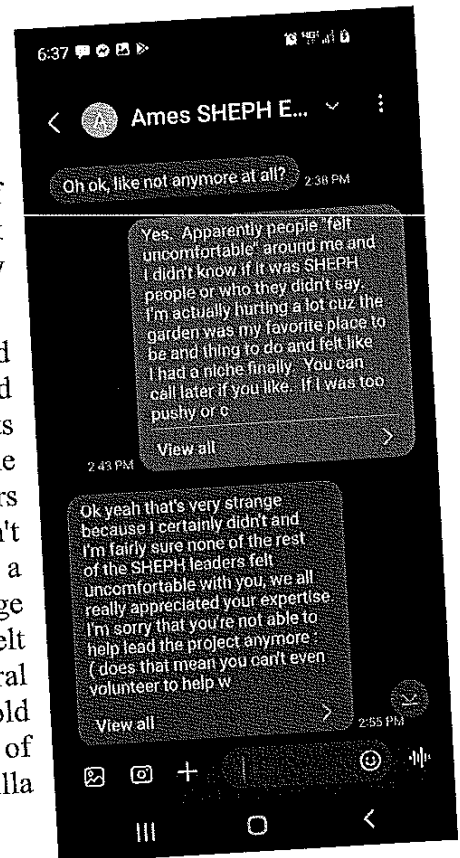
I checked in with friends. Upon leaving I was emotionally distraught and confused by the situation. I spent days wracking my brain as to who may have complained and why, and lost a lot of sleep over it still to this day. It makes no sense when I look how warmly I've been treated every time I came in. Decorations some of the baristas made on my to-go containers, for instance, are hanging on Cody and my fridge (pics below). I was always treated with a great deal of kindness and conversation from Lockwood employees, and tried to offer the same.



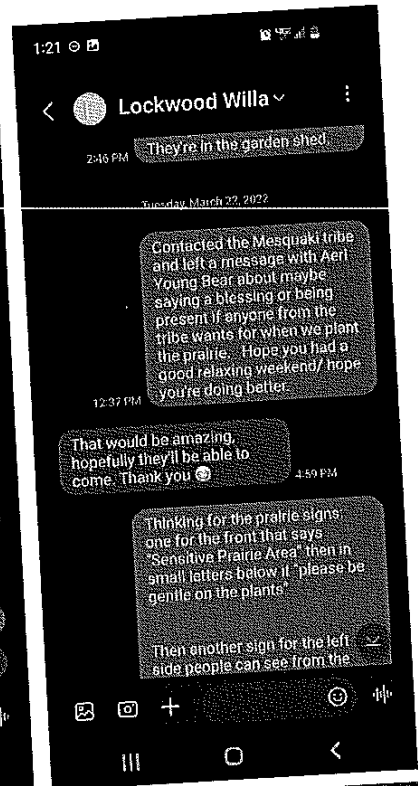
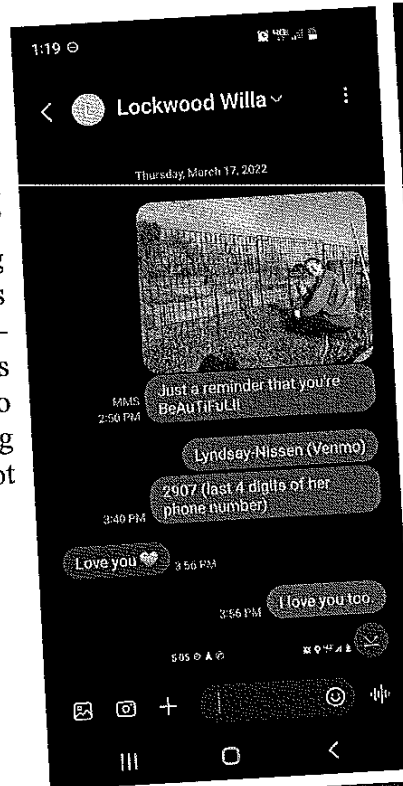
I was concerned about my reputation because when community members ask about me, what will people say? "She was making people feel unsafe and not respecting peoples' space." It makes me sound like a predator. As a transgender woman people already have this stereotype of me. I'm concerned what people around town will now think of me – how this affects my business and community relationships.

I contacted Sid who works with me in the garden and Emily from SHEPH because she and I talk regularly. I wanted them to know I was removed from the project and frankly its not fair for them to be told slanderous statements about me when they ask. I did wonder if one of the high schoolers complained about me because who knows maybe they didn't feel comfortable around a trans woman, so it was a heartwarming relief when Emily texted me the message shown at right. Sid also reassured me she never felt uncomfortable and she enjoyed working with me. Several other friends from the Lockwood/Reliable community told me I did not make them feel uncomfortable, and as hints of what may have happened came to light, I wondered if Willa complained – but that wouldn't make sense.

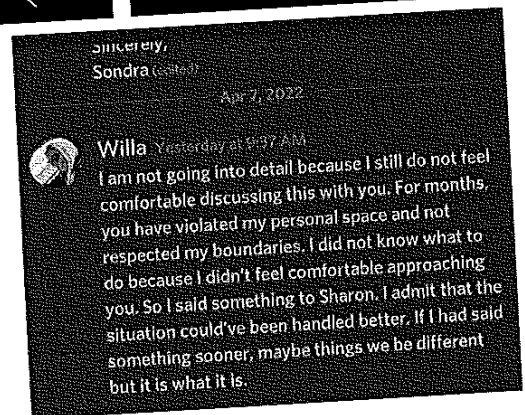
About a week before I purchased the 4x4s, Willa told me she felt burnt out from working too much because Lockwood was understaffed (texts shown at right). There was no indication I was intruding. In fact she added "I appreciate you a lot" and apologized for being distant.



The following messages between us within the coming weeks showed no indication I was violating her space. They showed the opposite. My message of "just a reminder that you're beautiful" was in response to her feeling overworked and burnt out. I was trying to be a supportive friend – maybe my intent was misconstrued? We have done so many things together including the LGBT+ events and whatnot I've considered her a friend.



On Monday, Apr. 4 I wrote her a letter regarding being told not to return to Lockwood/Reliable's property. Wasn't sure she heard what happened or could give me any clarity, and on Apr. 7 she replied with the following unexpected reply:



My reputation was slandered, and my work sabotaged. I do not know who the other party or parties were who complained about me, but it sounds like a similar situation: someone "felt" a certain way around me, never communicated such feelings to me, then complained about me. Looking back I cannot think of a single instance where I violated anyone's space there, including Willa's, but I assure if you I was ever told anything I would have backed off immediately and stopped doing whatever she or others didn't feel comfortable with.

I know you said the complainant(s) claimed they "tried to tell me", but as you see in Willa's above texts, she went from typing "love you" and "I appreciate you so much" to out of the blue accusing me of something that damages my life. Even if invited back to the space, I do not feel safe around her, and I hope Reliable and Lockwood come up with better protocol for handling complaints.

As one elder to another I will tell you this: it is unwise and not safe for the community if we are teaching young women that if they *feel* a certain way around someone, they can simply complain and they will be empowered to ruin that person's life. It does not appear to me she will be held accountable for this. Young people should be taught to communicate clearly and in a fair manner; learn to establish boundaries. If she "tried to tell me" then what did she actually say to me? As she states in the above letter – she did not say anything to me. That is not the same as "tried to tell me". The problem isn't that I didn't listen; the problem is I was not communicated with. I was then talked *about* instead of *with*.

I have worked diligently, volunteering countless hours for Reliable and Lockwood. When leaving the situation I would have strongly preferred to have photos of before and after the garden and prairie restoration. Such photos would help build my portfolio so I could show other land owners what I am capable of doing and perhaps find work. Instead I leave empty-handed, my reputation slandered: "I was asked to leave because women complained I made them feel unsafe and I was violating their space."

Proposed problem resolution. If you want to talk through any of this, I would like at least 2 community members who are mutual friends to be present so that things can be talked through and all sides are heard, and resolution can be fair. I would suggest maybe Travis or Vee. I personally feel I am due an apology. This really hurt my feelings and adversely impacts my life. Until you change your protocol for handling complaints against community members or employees, etc, please don't call yourselves a safe space. I do not feel safe as a result of how I was treated by your employee and how it was subsequently handled by your establishments.

Sincerely,
Sondra Wilson

IOWA CIVIL RIGHTS COMMISSION COMPLAINT FORM

515-281-4121 / 800-457-4416 / Fax: 515-242-5840 / icrc@iowa.gov / https://icrc.iowa.gov

ICRC CP# 04-2278263
Local Commission# 26A-2333-2580
EEOC# 26A-2333-2580

Iowa Civil Rights Commission
400 East 14th Street
Des Moines, Iowa 50319-0201

(PLEASE TYPE OR PRINT LEGIBLY)

SECTION 1 - COMPLAINANT INFORMATION

Your legal name: Alexandra Distance Marie Wilson
Your mailing address: 4713 Ontario St #4
City: Ames State: Iowa Zip Code: 50014
Telephone #: 5153579725
Email address: adwilson8@dmacc.edu
Your date of birth: 01/26/1982
Have you previously filed this complaint with any other federal, state, or local anti-discrimination agency? ☐ Yes ☒ No
If yes, what agency? _____ When? _____

SECTION 2 - DISCRIMINATION INFORMATION

1. Please indicate the AREA(S) in which the discrimination occurred.
- | | | |
|--|--|--------------------------------------|
| ☒ Employment | ☒ Public Accommodation | ☐ Housing |
| ☐ Education | ☐ Credit | ☐ Retaliation |
2. Please indicate the ACTION(S) that the organization took against you.
- | | |
|--|--|
| ☒ Demotion | ☒ Failure to Train |
| ☒ Denied Accommodation or Modification | ☐ Forced to Quit/Retire |
| ☐ Denied Benefits | ☐ Harassment |
| ☐ Denied Financial Services/Credit | ☐ Layoff |
| ☒ Denied Service | ☐ Reduced Hours |
| ☒ Discipline | ☐ Reduced Pay |
| ☐ Eviction | ☐ Sexual Harassment |
| ☒ Failure to Hire | ☐ Suspension |
| ☐ Failure to Promote | ☒ Termination |
| ☐ Failure to Rent | ☐ Undesirable Assignment/Transfer |
| ☐ Failure to Recall | ☐ Unequal Pay |
| ☒ Other: <u>unequal treatment</u> | |

ICRC RECEIVE
APR 29 2022 PM

3. Please indicate the BASIS(ES) or reasons for the discrimination.
- a. Do you believe you were discriminated against because of your race? No
If yes, what is your race? _____
- b. Do you believe you were discriminated against because of your skin color? No

- If yes, what is your skin color? _____
- c. Do you believe you were discriminated against because of your national origin? No
- If yes, what is your national origin? _____
- d. Do you believe you were discriminated against because of your sex? Yes
- If yes, what is your sex? transgender female
- e. Do you believe you were discriminated against because of your sexual orientation? No
- If yes, what is your sexual orientation? _____
- f. Do you believe you were discriminated against because of your gender identity? Yes
- If yes, what gender do you identify as? female
- g. Do you believe you were discriminated against because of a real or perceived disability? No
- If yes, what is your real or perceived disability? _____
- h. Do you believe you were discriminated against because of your religion or creed? No
- If yes, what is your religion or creed? _____
- i. Do you believe you were discriminated against because of your pregnancy or pregnancy - related condition? No
- j. If your complaint involves employment or credit, do you believe you were discriminated against because of your age? No
- If yes, do you believe you were discriminated because you are older or because you are younger? _____
- k. If your complaint involves housing or credit, do you believe you were discriminated against based on your familial status? No
- If yes, how many children live with you? _____
- l. If your complaint involves credit, do you believe you were discriminated against based on your marital status? No
- If yes, what is your marital status? _____
- m. Do you believe you were retaliated against because you reported discrimination to someone within the organization, filed a complaint with the ICRC, or participated as a witness in an anti-discrimination agency proceeding?
- No
- If yes, what did you report or complain about, and to whom?
- _____
- _____
- _____

State what happened to you as a result of your report or complaint.

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APR 29 2022

4. What was the date (month/day/year) of the MOST RECENT discriminatory incident?
(REQUIRED): 03/31/2022

5. If Employment is the Area, what is your hire date or application date? 10/20/2021

6. Are you still employed by the organization that discriminated against you? ☐ Yes ☒ No

If no, when did your employment end? 03/31/2023 (month, day, year)

If no, how did your employment end?

☒ Terminated ☐ Forced to Quit/Retire

SECTION 3 - RESPONDENT INFORMATION

7. What is the full legal name of the organization that discriminated against you?
[This organization will be charged with discrimination and given a copy of your complaint.]
Three organizations: Love Club LLC, Reliable Street Inc, Lockwood Cafe - see attached document

Address: 4625 Reliable St

City: Ames

County: Story

State: Iowa

Zip Code: 50014

Telephone #: (515) 231 - 2907

8. If the organization listed in #7 has a parent organization or corporate office, list it here.
[This organization will also be charged with discrimination and given a copy of your complaint.]

Address:

City:

Zip Code:

State:

Telephone #: () -

9. Provide the address of the location where the discrimination occurred:

4625 Reliable St, Ames IA

10. If you are claiming harassment, identify the individual(s) who harassed you. These individuals will be charged with discrimination and will be given a copy of your complaint.
Note: Individuals cannot be named as respondents in complaints in the Area of Education

Name: Job Title:

Work or Home Address:

Name: Job Title:

Work or Home Address:

If more than two individuals, please list by name, job title, and address on an attached piece of paper.

11. If Employment is the Area, indicate approximate number of ALL employees (full-time and part-time) at ALL employer locations nationwide (REQUIRED):

☐ 4-14

☒ 15-19

☐ 20-100

☐ 101-200

☐ 201-500

☐ 500+

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APR 29 2022

SECTION 4 • BRIEF SUMMARY OF ALLEGATIONS

Please describe what happened to you. State how you were discriminated against. What happened? When did it happen? Be sure to address each Action you checked on page one and each Basis you addressed on page two. *[Please read the instruction sheet before writing your brief summary.]*

See attached PDF for details. Additional evidence available upon request.

Actions the organizations took against me –

discipline – I was told to leave the property and not return.
denied accommodation – I am no longer allowed accommodations from the businesses.
denied service – I am no longer allowed service by the businesses.
failure to train – instead of training me to communicate in a different manner that would work better for complainant(s), they did not train me at all. Instead they punished me for communicating with employees via the forum I was directed to communicate to them with.
termination – terminated from the work (should have been employed, but was not properly - they violated Fair Labor Standards Act - see attached document.
unequal treatment – a female who complained was believed and I was treated like a predator based on typical prejudices people have against transgender women, "men invading womens' spaces".

Bases for their actions – although I do not know if it was any one of the following, I strongly believe it was at least one of the following and probably a combination:
sex – a non-transgender woman who complained about me was given preferential treatment during the investigation, with a presumption of guilt against me. Complainant was believed and I was not even asked about any incidents or interactions.
gender identity – I was treated unfairly in their investigation of the complaints, with a presumption of guilt based on typical prejudices many transgender women face.

I certify under penalty of perjury and pursuant to the laws of the State of Iowa and the laws of the United States of America that the preceding charge is true and correct.

X DocuSigned by
Alexandra Wilson
C276CB3955A4EE

Signature of Complainant (REQUIRED)

4/28/2022

Date

It is not necessary that you provide any additional documentation at this time. Be aware that any additional documentation provided with your complaint form will be sent out to all named parties along with this form. An opportunity to provide additional documentation will be given at a later time if/when the complaint is accepted by the ICRC. Any submitted additional documentation/narration of more than five pages may result in a delay in the processing of your complaint.

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APR 29 2022 PM

IOWA CIVIL RIGHTS COMMISSION

Contact Information

Note: This information will NOT be given out to anybody.
It is for ICRC use only.

Your Name: Alexandra "Sondra" Wilson

Contact Person

Please provide the name and telephone number of a relative or friend who will always know where you can be reached. Your "Contact Person" should be someone who does not live with you.

Name: Herb Wilson

Mailing Address: 4505 SW Sawgrass Pkwy

City: Ankeny

State: Iowa

Zip Code: 50023

Telephone #: (home) 515-520-0209

(work) _____

(cell) 515-520-0209

E-mail: jherbw@gmail.com

☐

Please check box if the above listed Contact Person is Complainant's attorney and is representing the Complainant before the ICRC.

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APR 29 2022 PM1:3

IOWA CIVIL RIGHTS COMMISSION Authorization Release Form

I hereby authorize anyone possessing medical, education, personnel, income, credit, or any other information necessary for a full and complete investigation, mediation, or conciliation of my complaint to furnish such information to the Iowa Civil Rights Commission and any other anti-discrimination agency.

I hereby release anyone so authorized, the Iowa Civil Rights Commission, and any other anti-discrimination agency from all liability for any damages whatsoever in furnishing and obtaining such information.

Name: Alexandra Wilson

Signature:

DocuSigned by:
Alexandra Wilson
C27FC5355A5AEE

Date: 4/28/2022

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APR 29 2022

Sondra Wilson
sdwilson@dmacc.edu

Complaint to Iowa Civil Rights Commission

Summary:

Following ~6 months managing and performing the vast majority of planning and labor on a garden and prairie restoration project on behalf of two local businesses (Reliable Street, Inc and Lockwood Cafe), Lockwood employee Willa Colville and "possibly" another person lodged slanderous complaints against me with the owners, Lyndsay Nissen and Sharon Stewart. Instead of asking me about it or explaining to me what happened, the owners kicked me off the property and told me not to return. I was not reimbursed for months of labor improving the property, and was instead cut off from many community members and friends as a result of being slandered and banned from these businesses. I left robbed of my time and labor and emotionally drained – my reputation marred by the accusations. To this day don't know why she filed it nor do I believe the complaint has any merit. I don't know if there actually was a second complaint and, if there was I am sure it is also false. The issue of being slandered is compounded by the businesses' unfair and discriminatory handling of the complaint(s) which gave no opportunity for me to show my perspective or evidence I believe clearly exonerates me. I find it suspicious and offensive they chose to do all this on Transgender Day of Visibility; I believe their actions were based on typical prejudices transgender women face.

Finally, it was not until after all this that I found out the property is owned by LOVE CLUB LLC – a business I had never heard of. I did not know I was performing free labor on behalf of a for-profit business. Under the Fair Labor Standards Act regulations, an individual cannot volunteer services to a private, for-profit company. I feel used and severely mistreated, and want reimbursed for my time and emotional suffering.

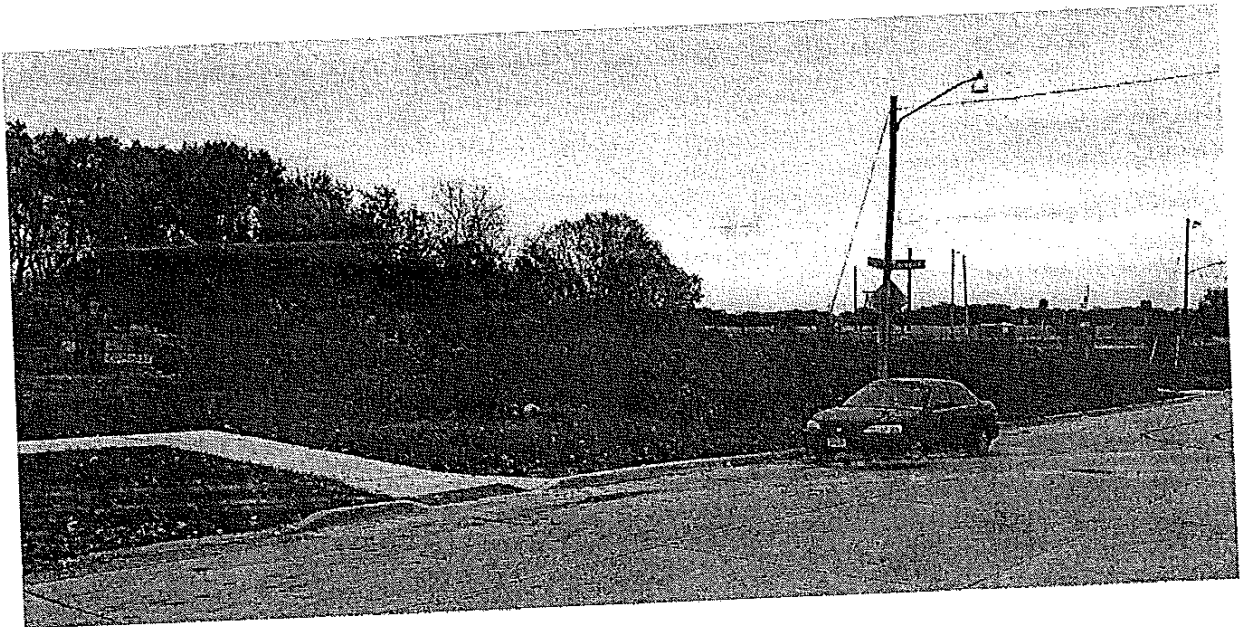
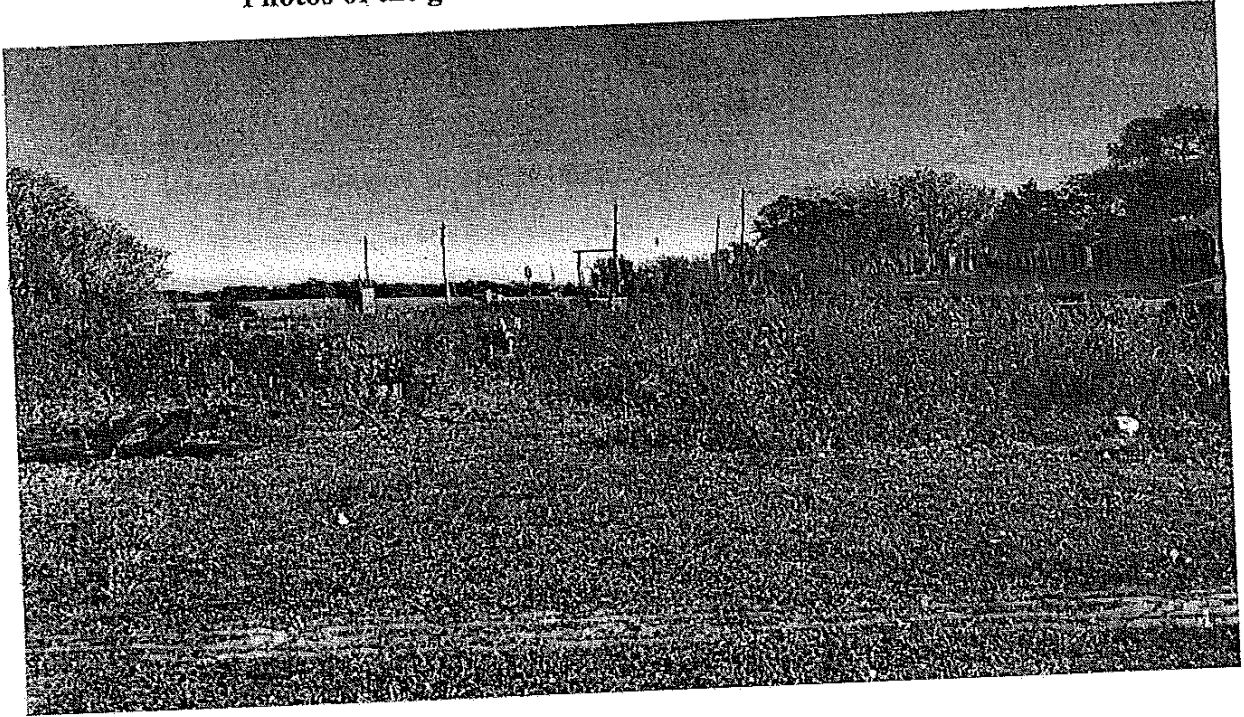
Involved parties:

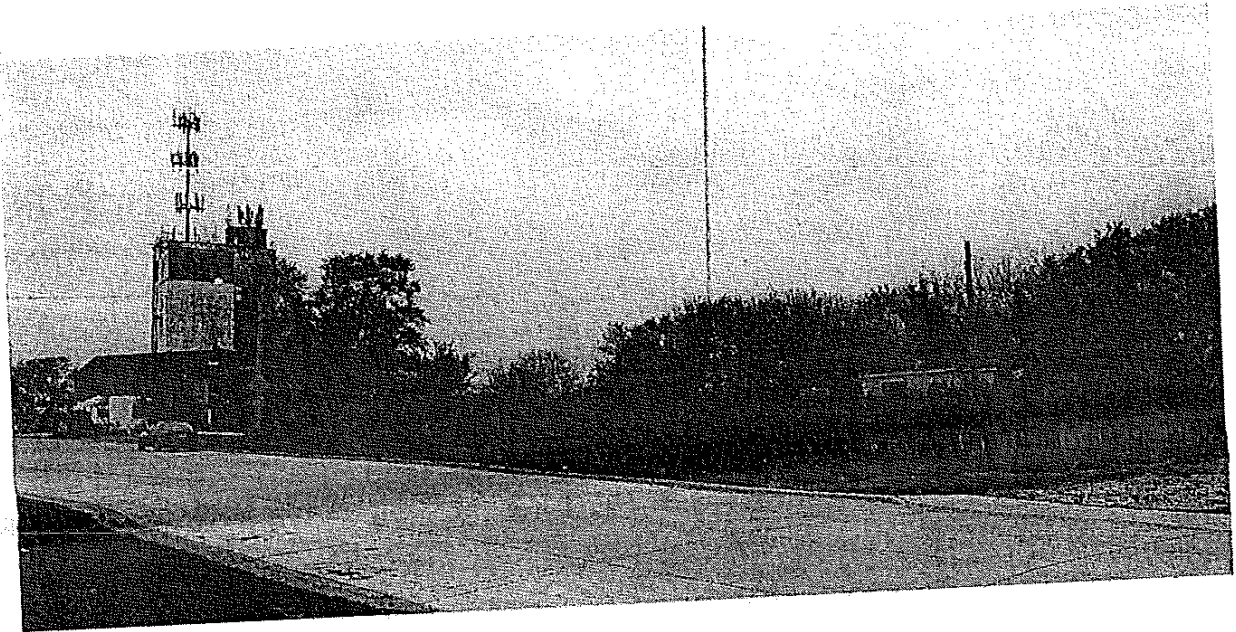
- **Willa Colville** – employee of Lockwood Cafe. Filed a false report against me to business owners Lindsay Nissen and Sharon Stewart. Damaged my reputation.
- **Jane Doe** – although I haven't seen evidence that there was a second complaint nor can I fathom who the second complainant(s) may be, Lindsay and Sharon alleged that there was "more than one complainant".
- **Lyndsay Nissen** – owner/operator of Love Club LLC and Reliable Street, Inc. Removed me from the property without compensation following ~6 months labor improving her business's property, thereby breaching our agreement.
 - **Love Club LLC** – registered owner of 4625 Reliable Street, where the incident occurred. I was not aware this business existed until after the incident, when looking up the property on the County Assessor's website.
 - **Reliable Street, Inc** – a 501c3 nonprofit that performs the majority of its operations at 4625 Reliable Street. I was under the mistaken impression the property was owned by this organization.
- **Sharon and Austin Stewart** – owners/operators of Lockwood Cafe.
 - **Lockwood Cafe** – Lockwood rents space on the property to run their cafe.

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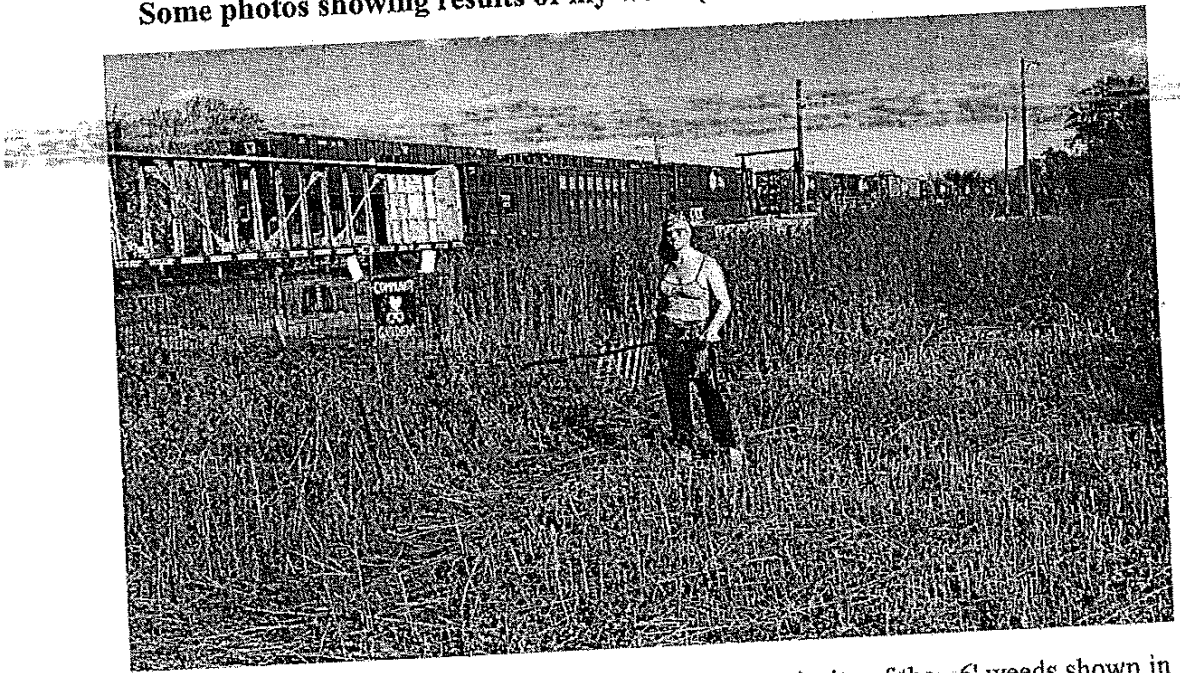
- **SHEPH (Students Helping End Poverty and Hunger)** – local high school gardening club that has permission to garden on the property. I was the appointed Manager of the garden, and assisted SHEPH with planning and labor. High school student Emily Hoag is the President. We interacted fairly frequently.

Photos of the garden from Oct 2021 (before my work):

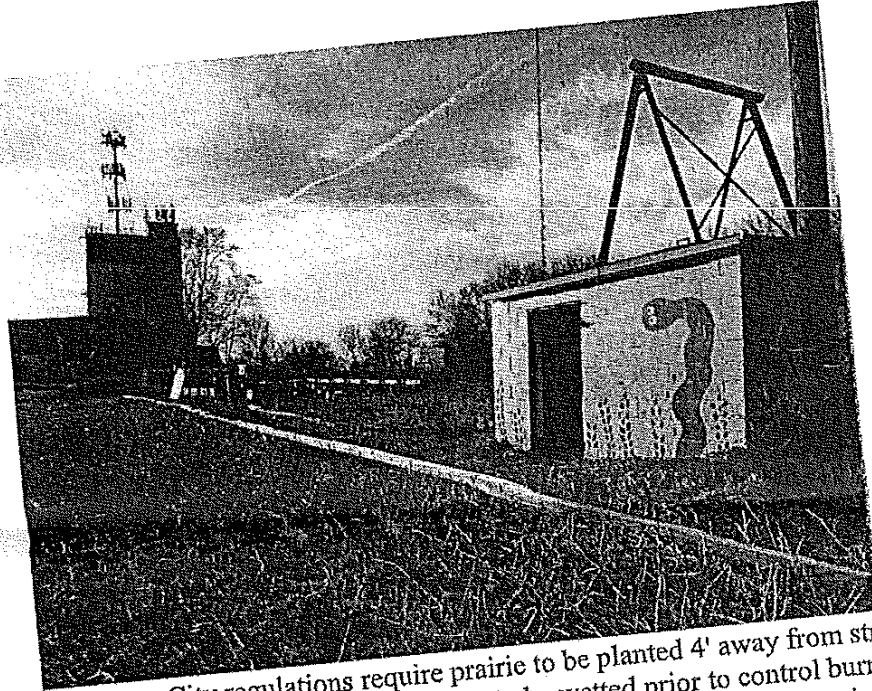




Some photos showing results of my work (more available upon request):



Weed abatement for prairie restoration: I cleared the vast majority of the ~6' weeds shown in previous photos by hand (and scythe) with the help of local farmer and prairie specialist Nate Kemperman. Most of this area was going to be replaced with native prairie. Nate was one of three local prairie specialists I invited to the property to help with planning.



Mulch and wood frame: City regulations require prairie to be planted 4' away from structures. Prairie restoration specialists suggested wood chips and 4x4s to be wetted prior to control burning to protect infrastructure. I arranged for (and loaded/unloaded) ~6 loads of mulch to be brought in to surround the garden and shed, and purchased many of the 4x4s for the project.



Painted signs: Sharon suggested I make signs around the garden where needed. Here is one of the signs I painted with my friend Lydia. I arranged to have the large water catchment in the background of the photo hauled to the property (and helped haul it).

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Additional work:

All involved parties were invited to and many participated in the Discord server (<https://discord.gg/cv9gkY9XWh>) and in-person meetings. Although they did not have much time to be involved with the projects, I informed owners Lindsay, Sharon, and Austin when needed (since they didn't join Discord) due to the fact that one of their primary complaints was that the previous managers did not keep in communication with Reliable/Lockwood. I included ideas proposed by the various parties into the projects, such as:

- using blueprints and list of plants provided by SHEPH, created step-by-step instructions for use by the students: how and when to sprout, (trans)plant, and care for each plant.
- improved the compost system and included plants for use at Lockwood as suggested by Sharon. Invited ISU compost specialist Steve Jonas to the property to help improve Lockwood's composting system;
- tagged SHEPH and Denise in our Discord server to coordinate use of to-go containers for sprouting as suggested by Denise;
- reworked the compost system and rain barrels with input from Austin;
- made plans with Sylvie Smith to integrate her herb garden, we planned to purchase them from the nursery together when it was time to transplant;
- integrated Sid Barfoot's compost sifting technique;
- and more.

Timeline:

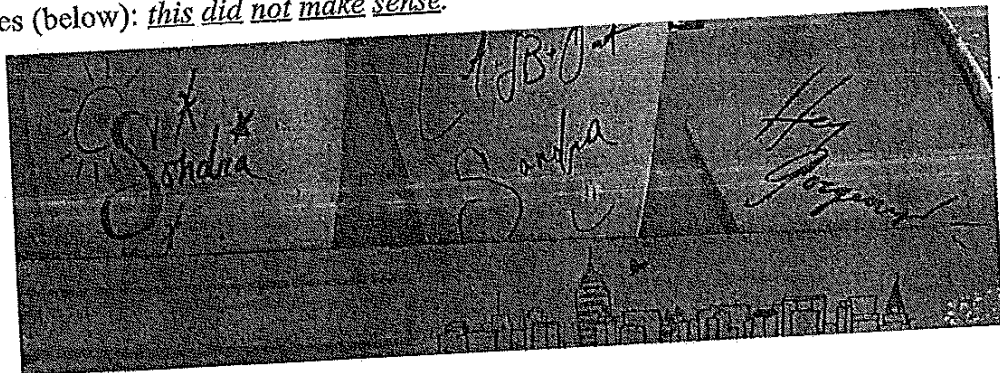
October 2021 I was appointed Manager of the garden and prairie restoration -- Lindsay and Sharon asked if I would manage the garden because it was not being properly cared for by SHEPH. (I am an author known for my skills with gardening and native plants.) I agreed and proposed to install native prairie as well, which was approved. Lockwood Cafe offered me 50% employee discounts on all purchases. I essentially became the only adult manager working directly with SHEPH in order to plan and maintain the garden.

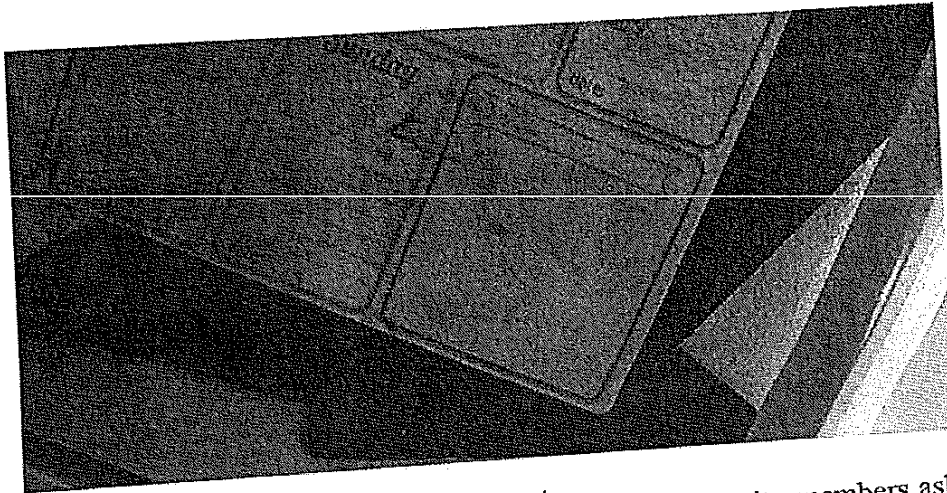
Soon I was directed to correspond with employees Willa Colville and Denise Martinez because they wanted to help with the garden, however both employees had little time available to devote to the project. Willa assisted me in the garden on a few occasions and thus became my primary correspondent on behalf of Lockwood. Willa and Denise attended meetings with SHEPH and me, and both joined and participated in the Discord server.

March 2022 the project was going excellent -- After investing 6 months of research and labor into the project, relations with all parties appeared to be excellent. I honestly felt I had developed lasting friendships with all parties, as well as surrounding community members who interact with Lockwood and Reliable Street. I received many compliments on the improvement of the garden area, including from the owners and their customers. I was asked to host the open mic events on more than one occasion when Lindsay was unable to.

March 31, 2022 (Transgender Day of Visibility) removed from the project because of slanderous comments -- Lindsay and Sharon arranged for me to meet them at the garden to give a tour of the work I'd done and explain to them what supplies were needed. I was really looking forward to this, but instead when I arrived they informed me that "multiple people" complained that I was "violating their space" and made them feel "unsafe". I could not fathom who would have said these things, and asked why no one ever told me. They told me the complainants said they "tried to tell me" and that I should "read a book on active listening". I left in tears with no idea who may have said these things.

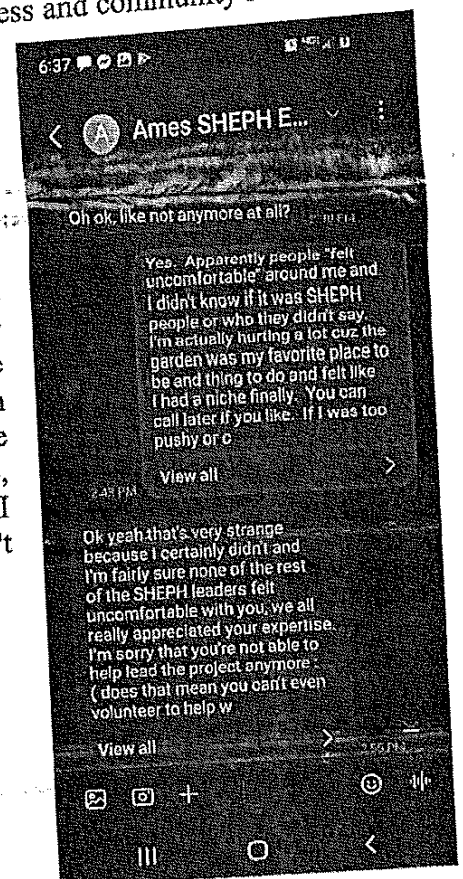
April 1-4 investigated the situation, no one felt uncomfortable -- For several days and near-sleepless nights I felt stressed and confused by the situation. It did not make sense; I had no idea who said these things or why. I contacted several friends I interact with regularly through Lockwood/Reliable, and all of them told me that I have never made them feel uncomfortable. My fridge is decorated with sweet messages written on my to-go packaging by Lockwood employees (below): this did not make sense.





I was concerned about my reputation because when community members ask about me, what will people say? "She was making people feel unsafe and not respecting peoples' space." It makes me sound like a predator. As a transgender woman people already face this stereotype of me, and I always try to be mindful about peoples' personal space. I'm concerned what people around town will now think of me -- how this affects my business and community relationships.

I contacted Sid Barfoot who works with me in the garden and Emily Hoag from SHEPH because she and I talk regularly. I wanted them to know I was removed from the project and frankly its not fair for them to be told slanderous statements about me when they ask where I am. I did wonder if one of the high schoolers complained about me because who knows maybe they didn't feel comfortable around a trans woman, so it was a heartwarming relief when Emily texted me the message shown at right. Sid also reassured me she never felt uncomfortable and she enjoyed working with me. Several other friends from the Lockwood/Reliable community told me I did not make them feel uncomfortable, and as hints of what may have happened came to light, I wondered if Willa complained even though that wouldn't make sense. I wrote her a letter.



April 7, 2022 Willa Colville informed me she complained – Willa wrote the following to me, for the first time informing that she has felt like I've violated her space and not respected her boundaries. Although I don't know what I did that made her feel this way, if she would have told me any of this I would have absolutely complied. Honestly my interactions with her aren't much different than they are with most people, and as mentioned previously other friends said they had no issue with me. Regardless I don't want people to feel uncomfortable around me so I'm more than willing to adjust behavior as needed.



Willa 04/07/2022

I am not going into detail because I still do not feel comfortable discussing this with you. For months, you have violated my personal space and not respected my boundaries. I did not know what to do because I didn't feel comfortable approaching you. So I said something to Sharon. I admit that the situation could've been handled better. If I had said something sooner, maybe things would be different but it is what it is.

It is apparent her complaints were handled unfairly – Again – on March 31 when Lindsay and Sharon approached me, I asked why the complainant(s) never told me they were feeling this way. They said the complainants claimed they “tried to tell me” and that I should “read a book on active listening”. However in Willa's above statement she acknowledges she did not try to tell me. I do not know if Willa misinformed her employers or if they misinformed me.

Willa's behavior indicates she did not feel violated by me “for months”; it shows the opposite – Willa and I were regularly in contact through text messages. We organized and volunteered at community activities together, and gardened together at times. She never indicated to me that she felt uncomfortable with any part of our communications. In fact she showed the opposite.

The following are text messages Willa sent to me within two weeks of when I was kicked off the property.

Possible misunderstanding? On March 16 when I asked if she wanted to help in the garden she told me she was “having a rough time mentally” and felt “burnt out”, but also indicated she wanted to stay involved. I may have misunderstood when she said she was “hoping to get a day off” – usually on her days off she liked to garden, but perhaps this time she meant for herself.

12:47

< Lockwood Willa
12:49 PM, Mar 16

Hey... I have been having a rough time mentally the past couple weeks. I've had to work everyday so I'm just a little burnt out. I don't think I'll be able to help with the garden until things slow down for me at LW. I have roughly 80 seedlings at my apartment though - cucumber, tomatoes, peppers... obviously we won't use all of them but I figure we will be able to use a couple of them. So I'm gonna focus on the baby veggies for now.

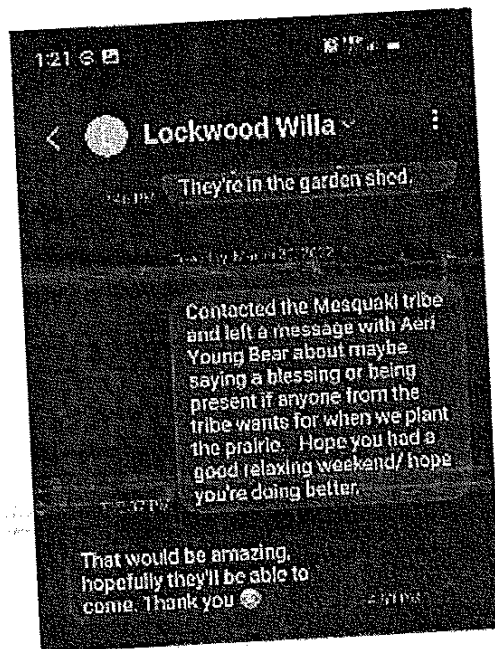
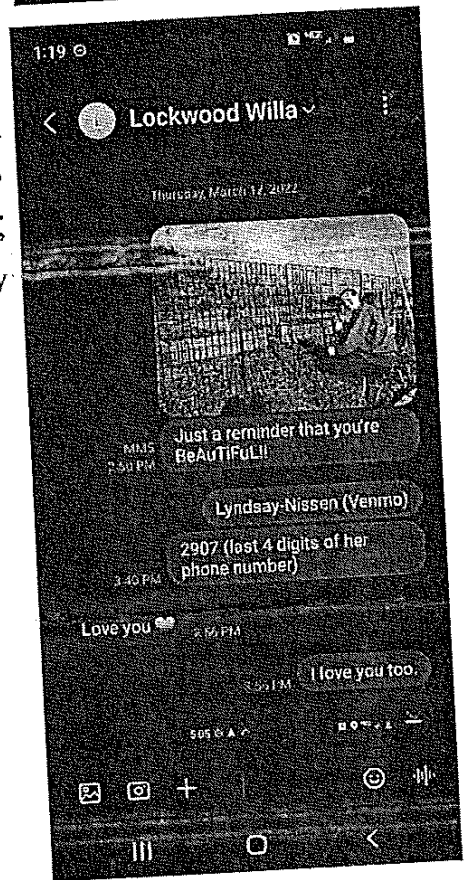
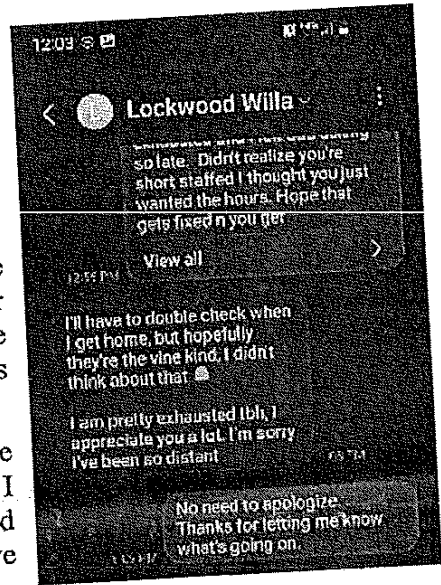
I'm hoping to get a day off next week but since we are short staffed I dunno if that will happen...

Willa indicated we were friends: not that she felt "violated" – When I responded to her previous text (including asking what types of cucumbers she had – which explains her response), she went above and beyond responding to my question and added "I appreciate you a lot. I'm sorry I've been so distant." *How could I have known she felt uncomfortable?*

I responded with the following (lower right) trying to be a supportive friend reminding her of good times, and sent her Lyndsay's Venmo info which we had talked about because she and I pitched in toward the cost of the seeds. Her response was "Love you <3".

The vast majority of my interactions with Willa have been about the garden or prairie because again she was who I was first instructed by Lockwood to work with, and she had always been excited about the projects, giving her perspective and contributing regularly.

One of my final interactions with her prior to being confronted by Sharon and Lyndsay is shown below. I gave her an update on the prairie situation because I knew she was also excited about it including wanting to help purchase the seeds. Again her response shows she did not appear to feel "violated" or like I was "crossing boundaries" of which I was unfairly accused.



Who is at fault – While I think it is very important for young women (and people in general) to ask for help if they feel their personal boundaries are being crossed, it is also important that elders help them learn how to safely and effectively establish boundaries through encouraging simple, straightforward communication. Sharon and Lyndsay's responses to receiving complaints were not only unfair – they were injurious and felt personal. Why they chose to hurt me really badly on Transgender Day of Visibility based on typical prejudices people have against transgender women pretty much ruins that day for me. I've suffered great emotional distress while cut off from my community as a result of their actions, and the organization I own also has its reputation in question.

I do not know who the other party or parties were who complained about me – or if another party *did* in fact complain about me – but it sounds like a similar situation: someone “felt” a certain way around me (presumably based on their feelings and not my actions), then complained about me. Looking back I cannot think of a single instance where I violated anyone's space, including Willa's, but I assure you I was ever told anything I would have backed off immediately and stopped doing whatever she or others didn't feel comfortable with. I was not given that opportunity or respect.

Actions the organization took against me –

- **discipline** – I was told to leave the property and not return.
- **denied accommodation** – I am no longer allowed accommodations from the businesses.
- **denied service** – I am no longer allowed service by the businesses.
- **failure to train** – instead of training me to communicate in a different manner that would work better for complainant(s), they did not train me at all. Instead they punished me for communicating with employees via the forum I was directed to communicate to them with.
- **unequal treatment** – a female who complained was believed and I was treated like a predator based on typical prejudices people have against transgender women, “men invading womens' spaces”.

Bases for their actions – although I do not know if it was any one of the following, I strongly believe it was at least one of the following and probably a combination:

- **sex** – a non-transgender woman who complained about me was given preferential treatment during the investigation, with a presumption of guilt against me. Complainant was believed and I was not even asked about any incidents or interactions.
- **gender identity** – I was treated unfairly in their investigation of the complaints, with a presumption of guilt based on typical prejudices many transgender women face.

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Conclusion: I have worked diligently, volunteering countless hours for Reliable and Lockwood. When leaving the situation I would have strongly preferred to have photos of before and after the garden and prairie restoration. Such photos would help build my portfolio so I could show other land owners what I am capable of doing and perhaps find work. Instead I leave empty-handed, my reputation and my business's reputations slandered: "I was asked to leave because women complained I made them feel unsafe and I was violating their space." I have been severely harmed by the businesses unfair and discriminatory practices.

To resolve this matter, I would like:

- Lockwood Cafe, Love Club LLC, and Reliable Street, Inc ought establish fair protocol for handling complaints.
- a settlement to reimburse me for my labor and emotional distress.
- a written letter of apology.

Does the Iowa Civil Rights Act have jurisdiction?

The Iowa Civil Rights Commission is a neutral, fact-finding law enforcement agency that enforces the "Iowa Civil Rights Act of 1965," Iowa's anti-discrimination law.

The "Iowa Civil Rights Act of 1965" prohibits discrimination in the areas of employment, housing, credit, public accommodations and education. Discrimination, or different treatment, is illegal if based on... sex; sexual orientation, [or] gender identity....¹

LOVE CLUB LLC used me as unpaid labor without my knowledge or consent:

When I accepted the management position for the garden, I was made aware of two organizations on the property:

1. Lockwood Cafe, a for-profit business, and
2. Reliable Street, Inc, a 501c3 non-profit.

While Lockwood is primarily run by Sharon and Austin Stewart, Reliable is primarily run by Lyndsay Nissen. I was told that "Lindsay owns the property", so she had the final say on whatever happened on the property. I was offered 50% discounts on all purchases from Lockwood, but as far as I knew I was volunteering my time and energy on behalf of Reliable.

It was not until late March 2022 that I became aware there may be a third organization involved, but I was not told to what extent. I found this out because on Feb. 21 I forwarded an Iowa Sales/Use/Excise Tax Exemption Certificate to Lyndsay for use in-purchasing the prairie seeds. When I saw her in person a days later she informed me that she probably couldn't order the seeds through Reliable Street because the garden and prairie may be outside the scope of

¹ "About Us." Iowa Civil Rights Commission, <https://icrc.iowa.gov/about-us>.

the 501c3, "I can just order them through the LLC instead," she said. I still did not know what she meant until after I was removed from the property, at which time I looked up on the County Assessor's website to see who owned the property at which time I learned it is owned by LOVE CLUB LLC.

LOVE CLUB LLC violated the Fair Labor Standards Act:

Step 1: Understand the Definition of an Employee

An employee is a worker who performs services for the employer, and the employer controls how and what the employee will do. The Fair Labor Standards Act (FLSA) defines the term "employ" to include "to suffer or permit to work" for an employer. Employees must be paid at least minimum wage and receive overtime for any hours over 40 in the workweek unless otherwise exempt under federal law.

Step 2: Understand the Definition of a Volunteer

A volunteer donates his or her time and energy without receiving financial or material gain. Guidelines exist for volunteers in the public and nonprofit sectors in which payment of minimum wage or overtime would not be necessary. The individual would need to a) work toward public service, religious or humanitarian objectives; b) not expect or receive compensation for services; and c) not displace any genuine employees. Under FLSA regulations, an individual cannot volunteer services to a private, for-profit company.

Step 3: Comply with State and Federal Laws

There are no general regulations that permit volunteering of services to an employer in the private sector. All hours worked must be paid. According to the FLSA, an employer must pay all employees not less than the minimum wage for all hours worked. The FLSA regulation 29 C.F.R. §785.44 states that time spent in work for public or charitable purposes at the employer's request, or under the employer's direction or control, or while the employee is required to be on premises, is working time. The Wage and Hour Division of the U.S. Department of Labor (DOL) states that employees cannot volunteer to do the same type of work that they perform as a part of their normal work duties and that the hours must be included in calculating hours worked. Time spent voluntarily engaged in civic, charitable or humanitarian activities that are completely different from the employee's normal work duties and outside of the employee's normal working hours would not be considered work time. In addition, an individual would need to volunteer without any coercion or undue pressure. The DOL has provided this direction regarding volunteers in several opinion letters.²

² Society for Human Resource Management. "How to Determine If an Individual Is a Volunteer or an Employee." *SHRM*, Society for Human Resource Management (SHRM), 2014, <https://www.shrm.org/resourcesandtools/tools-and-samples/how-to-guides/pages/volunteeroranemployee.aspx>.

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Iowa Civil Rights Commission questionnaire:

Demotion/Discipline

1. What disciplinary action was taken against you? Include the date on which such action was taken and if the discipline consisted of some type of suspension or probation, be sure to include the length of time it was to last.

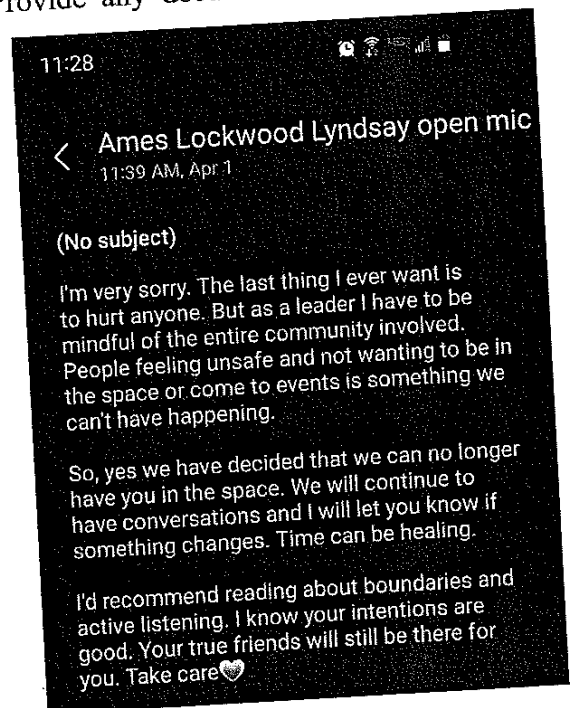
>>>> On March 31, 2022 I was banned indefinitely from entering onto Love Club, LLC's property at 4625 Reliable Street. This included being banned from Lockwood Cafe and Reliable Street, Inc's art gallery, both of which are located on the premises. This also included being barred from continuing to work on the garden and prairie restoration I was managing on behalf of Love Club LLC, also located on the premises, or attending the open mics (which I hosted on multiple occasions).

2. Who made the decision to take disciplinary action against you? What is that person's sex. If there are separate disciplinary actions involved in your complaint, indicate who made the decision in each case, and their sex.

>>>> Lyndsay Nissen and Sharon Stewart. Both female.

3. What reasons were given for the discipline? Provide any documents that refer to the disciplinary action.

>>>> Lyndsay Nissen and Sharon Stewart alleged that "multiple people" claimed they felt "uncomfortable" and that I was "violating their personal boundaries". The next day, Ms. Nissen texted me the following (at right), which states that the complainant(s) felt "unsafe". On a following page is a Discord message from Willa wherein she states she claims I was "violating her space and not respecting her personal boundaries" (I am not sure why, and she never indicated this to me). She then states she felt "uncomfortable" talking about it with me, so she complained to the owner.





Willa 04/07/2022

I am not going into detail because I still do not feel comfortable discussing this with you. For months, you have violated my personal space and not respected my boundaries. I did not know what to do because I didn't feel comfortable approaching you. So I said something to Sharon. I admit that the situation could've been handled better. If I had said something sooner, maybe things would be different but it is what it is.

I am not the only person who has issues and brought them up. You have no idea who said what. So it is extremely inappropriate for you to reach out to all of these people after being removed from the space.

While the decision was not mine to make, I do believe it is the right one. I think you are a nice person, and you have taught me so much. You have many talents and passions that I admire greatly. This situation is really disappointing for everyone. If you need anything from Reliable St, please contact Lyndsay before coming. I wish you well.

4. Does the employer have a progressive discipline policy? Explain your understanding of the policy.

>>> No – the employer does not appear to have a progressive discipline policy. Sharon and Lyndsay did not specify any behavior or actions I took which merited banning me from the property, especially without warning. The allegations against me were vague, alleging that I “violated peoples' personal boundaries” and made them feel “uncomfortable” and then later “unsafe”, but no specifics were given. No means of corrective action were offered. They claimed it was “too late”.

5. Have you received warnings or disciplinary action previously? If yes, describe.

>>> No.

6. Describe the events leading up to the disciplinary action on this most recent occasion.

>>> After managing the garden and prairie restoration ~6 months, I was working in the garden over spring break. Talked to owners about a couple small purchases we needed for the garden. Sharon and Lyndsay arranged to meet me at the garden to give them a progress report. When I arrived, they informed me they received complaints against me. I was not aware there was anyone upset with me. There was never any indication, and I honestly don't believe I did anything inappropriate. The allegations against me are inflammatory and false.

7. Why do you think the disciplinary action was unfair or discriminatory? Explain.

>>> First, I don't think I did anything that deserved the punishment Sharon and Lyndsay gave me. Complainants allegedly told them I was "violating their boundaries" and "making them feel uncomfortable". I asked for specifics, and Lyndsay mentioned "bombarding people with texts." This did not add up. I believe complainants did perhaps feel "uncomfortable" around me (presumably relating to my gender/sex), and I believe that if a non-transgender woman were in my position, they would have been asked about the situation and given a warning if needed. Instead owners presumed my guilt; a non-transgender was given unfair and preferential treatment, and I was discriminated against.

8. Is there someone else who engaged in the same conduct as you, or whose job performance is comparable? Give their name and position title. What, if any, disciplinary action did that person receive?

>>> I don't believe my conduct was much different from other peoples', and no, nobody's job performance was comparable.

9. What is that person's sex?

>>> N/A

10. If this complaint concerns a demotion, compare the duties, responsibilities, and pay in your former position and your current position. Provide documentation, if it is available to you.

>>> N/A

11. Is this a permanent demotion? (yes, no, unsure.) If it is permanent, who took over your job duties? What is their sex?

>>> N/A

12. Was there any grievance process available to you? If so, did you file a grievance? What was the result of the grievance? Provide any documents related to that grievance.

>>> No. There was not. I did, however, write a letter to Lyndsay and Sharon after the fact ("ATTACHMENT A") which I thought should exonerate me from the accusations. However they did not respond.

If you have other information that would help your case that was not adequately covered in the answers to the questions, please provide that information here or on a separate sheet of paper.

>>> I have two things to add:

(1) Originally when Lyndsay and Sharon confronted me, they said the complainants alleged I made them feel "uncomfortable" (not "unsafe"). This word cued me in to two other discrimination cases I've dealt with in California. I related these stories to Lyndsay in hopes she would see why people feeling "uncomfortable" around me may have more to do with their feelings than my actions:

One of the instances was my job at Leaf Cuisine in Culver City. My boss did not know I was transgender (when I was younger, I passed), and after he found out he fired me because he said he felt "uncomfortable" around me. I was unable to find representation at that time, as it is difficult to prove it was discrimination when the other side just denies it.

The second instance happened years later when I applied for a job at Good Earth in Fairfax, CA. After speaking with the owner, he arranged a meeting with a manager for an interview. Upon meeting, the manager stated that he "wasn't going to waste his time or mine" – he wasn't going to interview me or hire me because he felt "uncomfortable" around me.

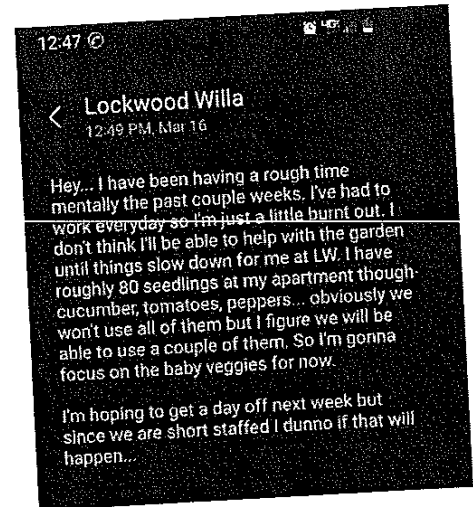
So, when Lyndsay and Sharon removed me from the property because people felt "uncomfortable" around me, this word "uncomfortable" stuck out. After I told this to Lyndsay and Sharon, Lyndsay sent me the above text (page 1) the following day, where she alleged they felt "unsafe" (a much more damaging word). I noticed Willa also pointed out in the above letter (page 2) she felt "uncomfortable" talking with me. I suspect that it was an underlying factor. Even if they didn't consciously feel discriminatory toward me, I truly believe if I was not transgender, there would not have been any issue whatsoever, and if there was, they would have handled it differently.

(2) Willa's behavior indicates she did not feel violated by me "for months"; it shows the opposite – Willa and I were regularly in contact through text messages. We organized and volunteered at community activities together, and gardened together at times. She never indicated to me that she felt uncomfortable with any part of our communications. In fact she showed the opposite.

The following page shows some text messages Willa sent to me within two weeks of when I was kicked off the property. Please ask yourself: "If someone were "violating your personal boundaries 'for months' – would you talk to them like *this*?"

Example 1:

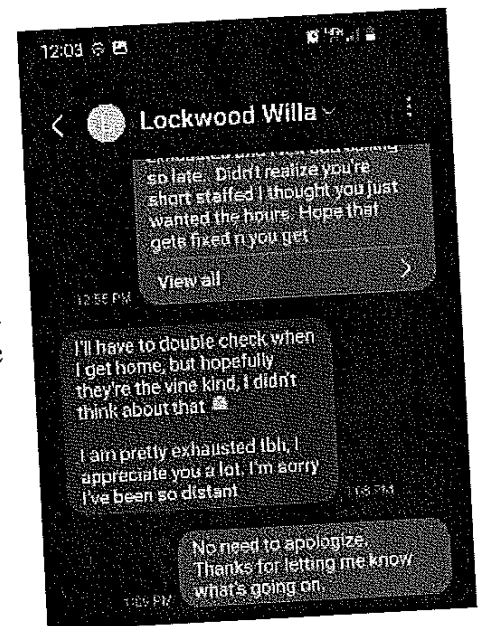
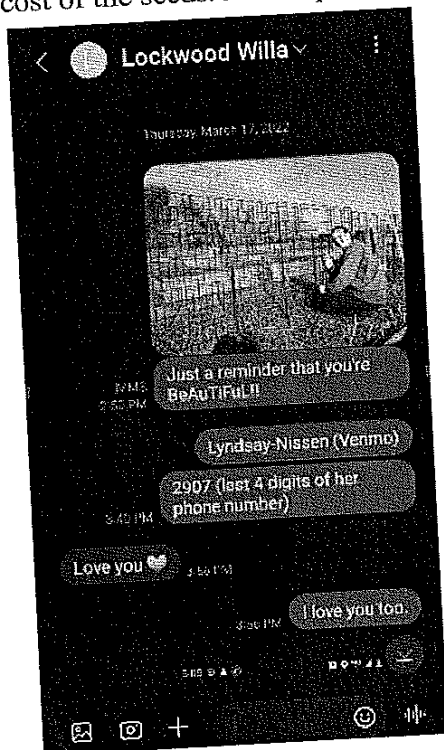
On March 16 when I asked if she wanted to help in the garden she told me she was “having a rough time mentally” and felt “burnt out”, but also indicated she wanted to stay involved. I may have misunderstood when she said she was “hoping to get a day off” – usually on her days off she liked to garden, but perhaps this time she meant for herself.



Example 2:

When I responded to her previous text (including asking what types of cucumbers she had – which explains her response), she went above and beyond responding to my question and added “I appreciate you a lot. I'm sorry I've been so distant.” *How could I have known she felt uncomfortable?*

I responded with the following (below) trying to cheer her up, and sent her Lyndsay's Venmo info which we had talked about because she and I pitched in toward the cost of the seeds. Her response was “Love you <3”.



The vast majority of my interactions with Willa have been about the garden or prairie because again she was who I was first instructed by Lockwood to work with, and she had always been excited about the projects, giving her perspective and contributing regularly.

These texts are just some examples of our interactions via text. She never indicated anything I said was inappropriate because nothing was, and if she said something bothered her I would have changed. How Love Club handled her allegations against me left me robbed of months of labor, and emotionally wounded.

Failure to Hire

1. For what job did you apply (position title and date of application)? How did you find out about the job?

>>>> This is complicated and needs to be explained: I actually did not apply because I was not told the property was owned by Love Club, LLC. I was told about Lockwood Cafe (which operates on the property) and Reliable Street, Inc (a non-profit which also operates on the property), and was told that Lyndsay owned the property. I was under the impression I was volunteering to help Reliable Street Inc. It was not until after I was mistreated and banned from the property that I looked up the property on the County Assessor's website and learned that it is owned by Love Club, LLC. I had never heard of Love Club, LLC until then. By law – Love Club LLC should have hired me! Under the Fair Labor Standards Act, there are no general regulations that permit volunteering of services to an employer in the private sector. All hours worked must be paid. An individual cannot volunteer services to a private, for-profit company. Instead of hiring me, they exploited me for unpaid labor, then mistreated me while presuming I was not protected by labor laws.¹

2. What education/experience requirements were set forth in the job notice? Provide a copy of the notice or advertisement, if available.

>>>> Experience gardening. Sharon and Lyndsay were aware I had years of experience, and pretty decent people skills (we talked regularly and I got along well with their staff). Sharon approached me to ask if I would manage the garden, and Lyndsay put me in charge of improving it at my discretion.

3. Please provide a description, in chronological order, of what occurred during the hiring process. Include what you did, who you called, and who you saw. Provide copies of anything that you submitted during the hiring process, and of anything that you received from the respondent.

>>>> I noticed the garden was in disarray and not being watered enough. I asked Sharon if they could use some help tending it because I lived a couple blocks away. About two weeks later she approached me and said that she and Lyndsay wanted me to take over management of it. She said that Lockwood Cafe would provide me with an employee discount (50% off). There was no paperwork exchanged.

¹ Society for Human Resource Management. "How to Determine If an Individual Is a Volunteer or an Employee." *SHRM*, Society for Human Resource Management (SHRM), 2014, <https://www.shrm.org/resourcesandtools/tools-and-samples/how-to-guides/pages/volunteeroranemployee.aspx>.

4. Did you receive an interview? (yes, no) If so, describe what occurred during the interview – who was present, their job position, their sex, and any of the questions that were asked.

>>> No, however I had regular conversations with employees and the owners. The approached me because they knew and trusted me. We got along really well.

5. As far as you know, who was making the hiring decision for this position? What is their sex?

>>> Sharon and Lyndsay decided together, although because I was told that it's Lyndsay's property, she has the final say on everything. Lyndsay and Sharon are both female.

6. What did the selection panel/hiring official know about your qualifications, education, and work experience?

>>> We had conversations on several occasions previously; they were aware I had extensive experience with gardening and ethnobotany in California, including co-authoring a book on ethnobotany. They knew I had a desire to do the job because I enjoy this type of work.

7. Was a test conducted (yes, no) If so, what kind of test? Describe your performance on the test, or provide your test results, if available to you.

>>> There was no test.

8. Was the position you applied for covered by a union contract?

>>> No.

9. When were you notified that you were not hired? Who notified you? Give their name, sex, and position title.

>>> Please see my response to question #1. The situation is more complex than this.

10. What reason(s) were you given for not being hired? Explain.

>>> I was not told that a for-profit business owned the property. I was told Lyndsay owned the property.

11. Who was hired, if you know? What is their sex? What were their qualifications for the position?

>>> N/A

12. Was the person hired more qualified, less qualified or similarly qualified to you? Explain why you believe this to be the case.

>>> N/A

13. Why to you believe you were not hired for the position AND why do you believe you should have been hired? Why do you believe your sex was a factor?

>>> I believe I was not hired because Love Club LLC was trying to save money by misleading me into believing I was volunteering on behalf of the non-profit organization Reliable Street, Inc, which is also primarily operated by Lyndsay. I do not believe my sex played a factor in this aspect of Love Club's decision-making when it came to not hiring me. I do believe it played a factor in why they unfairly punished me for something I did not do.

If you have other information that would help your case that was not adequately covered in the answers to the questions, please provide that information here or on a separate sheet of paper.

>>> N/A

Failure to Train

1. Explain your understanding of the training program and policies at the Respondent.

>>>> There was no training program. I was the most experienced person working with the garden

2. Describe the type of training you were seeking. Include a description of how this training relates to your performance or productivity with the Respondent.

>>>> I sought training from Sharon and Lyndsay as to how I could behave in such a way that did not "violate the complainants' personal boundaries". I requested examples of actions I took which led to the complaints. They did not provide examples, however. They did not train me to perform better even when I felt honestly confused about it. After feeling confused about what I did wrong for several days, I came to the conclusion I was being gaslighted – made to question my own reality/sanity and blame myself, when in fact I was simply being mistreated.

3. How, and to whom, did you indicate your interest in the training?

>>>> Verbally, with Sharon and Lyndsay, when they first disclosed to me that they received complaints. I asked for specific actions I performed which caused the complainants to feel "uncomfortable" or like I was "violating their personal boundaries".

4. Did you receive any response to your request? What was the response? Include all the reasons provided to you.

>>>> Because they wanted to "protect the identity of the complainants", I was not given specifics. However, Lyndsay did mention "bombarding people with text messages" as an example. (No one ever indicated to me I was texting them too much. No responses from anyone on my phone indicate such. Messages from all related parties seem kind and friendly. Even my boyfriend inspected all my texts – we agree this was not an issue.)

5. Who informed you of the decision with regard to your request for training? To your knowledge, was anyone else involved in making the decision? Who? Include their position with the Respondent and their sex.

>>>> Lyndsay and Sharon denied my request for training, stating it was "too late". I do not know if others were involved in this decision. Lyndsay and Sharon are female.

6. Have you received or been authorized to receive other training by the Respondent? Provide the dates and title of those training programs.

>>> No.

7. With regard to the training class or program that you sought but did not receive, do you know who did receive that training? Include their name(s), position sex.

>>> No one received training. Love Club LLC should have performed training. The entire situation was inappropriately and unfairly handled.

8. Why do you believe your sex was a factor in the Respondent's denial of training to you?

>>> A non-transgender woman complained about me allegedly "violating her personal boundaries" and "making her feel uncomfortable". Because many people have this type of stereotype against transgender women, I was not asked about the complaints during Love Club LLC's investigation. Instead I was presumed guilty and punished accordingly.

9. Did you make or file any internal complaint with the Respondent with regard to the denial of training? What was the result of the internal complaint? Provide copies of any documents that relate or refer to the internal complaint.

>>> I wrote a letter ("ATTACHMENT A") to the owners explaining why their denial of training was unfair, and requested fair resolution. They did not respond to the letter.

If you have other information that would help your case that was not adequately covered in the answers to the questions, please provide that information here or on a separate sheet of paper.

>>> It may be worth noting that Love Club LLC, Reliable Street Inc, and Lockwood Cafe only have non-transgender, female employees. Although the businesses cater to LGBT+ community, now – after this whole ordeal – this seems somewhat performative because when a transgender woman was unfairly accused of something, it was easier to ban me from the property than to get both sides of the story and make a fair judgment. I honestly don't think they expected me to file a complaint or do anything "official" about it. They probably expected me to move on and not take any official action (because I'm kind of a hippie). However, I've had enough mistreatment in my life that I feel when things like this happen it is important to do something not only because it is unjust, but to prevent others from being hurt in the future. I worked ~20 hours/week for 6 months for them, "volunteering" for the non-profit that is there because they did not disclose the property was owned by a for-profit business. Now I would like reimbursed for my labor and frankly I feel I'm due an apology because as it stands my reputation is slandered which could really hurt my life if I don't get help with this.

Termination

1. When were you terminated.

>>> March 31, 2022

2. Provided the name, the position, title, sex of the person who terminated you.

>>> Two people:

- Lyndsay Nissen – owner and probably CEO of Love Club, LLC and Reliable Street Inc which operates on the property. Female.
- Sharon Stewart – owner and CEO of Lockwood Cafe. Female.

3. How were you notified of your termination? (Orally, in writing). Please provide a copy of the termination letter or summary of the conversation.

>>> Orally (no letter). Summary: Sharon and Lyndsay scheduled to meet me by the garden for a tour and progress report on the garden/prairie. Instead when we met they told me they'd "received complaints" and that I could no longer work on the garden or come onto the property. I asked for examples of what the complainants accused me of, and told them that I did not know of any instances where I did these things. I also asked why no one ever said anything to me. They stated the complainant(s) "tried to tell me". I told them that no one ever said anything to me. When I saw they had already made up their minds before this meeting happened, I left in tears and told them this was really hurtful and unfair.

4. What reason(s) were given for your termination?

>>> I was told that Sharon and Lyndsay had "received complaints" that I was "violating peoples' personal space" and making them feel "uncomfortable".

5. Do you disagree with the reason(s) given for your termination? (yes, no). Explain.

>>> Yes. First off, Sharon and Lyndsay did not ask me about any interactions I had with the complainant(s). Instead they terminated me even though I told them the allegations were not true and did not make sense to me. I asked what I could do differently, however they did not offer specifics as to what I did wrong nor did they offer me opportunity for any corrective action.

When I asked, "Why didn't the person(s) *tell* me something I was doing was making

them uncomfortable?", I was told the person claimed they "tried to tell me" and that I should "read a book on active listening". Within the next few days I asked friends from the space if I ever made them feel uncomfortable. None of them said I did. Willa Colville, however, did tell me – for the first time – that she did feel like I was "violating her personal boundaries" and that she "felt uncomfortable" discussing it with me which is why she never did (below screenshot). I do not know if Willa misinformed her employers or if they misinformed me, but "tried to tell me" is not the same as "actually telling me". *How was I to know?*



Willa 04/07/2022

I am not going into detail because I still do not feel comfortable discussing this with you. For months, you have violated my personal space and not respected my boundaries. I did not know what to do because I didn't feel comfortable approaching you. So I said something to Sharon. I admit that the situation could've been handled better. If I had said something sooner, maybe things we be different but it is what it is.

I do not know who the other party or parties were who complained about me – or if another party *did* in fact complain about me – but it sounds like a similar situation: someone "felt" a certain way around me, then complained about me. Looking back I cannot think of a single instance where I violated anyone's space, including Willa's, but I assure you I was ever told anything I would have backed off immediately and stopped doing whatever she or others didn't feel comfortable with. I was not given that opportunity or respect.

6. Were you a probationary employee (yes, no)

>>> No.

7. Does the employer have progressive disciplinary policy? (yes, no, unsure)

>>> No.

8. Had you received any warnings or reprimands prior to the termination? Provide the details of when those were received and the substance of each prior warning or reprimand.

>>> Lyndsay had given me a vague warning about a week prior. She said that "as a community leader", it was important to check in with everyone involved regularly (which I believe I was very good about doing). She specifically said to check in with Denise Martinez because she felt like her (garden-related) ideas were not being integrated into the garden. She also said not to tell Denise she talked to me about this. The next day – when I checked in with Denise – she said she was "working three jobs" and did not have time for the garden. I do know that she and Willa are friends and co-workers, and if she was a

second complainant, frankly I think they conspired to get me ousted from the project for unknown reasons (except they are friends). But that is speculation. It was, however, a vague warning that someone wasn't happy with me, and it may indicate a second complainant.

9. Did you receive regular evaluations? If yes, how were your most recent performance reviews? Provide copies, if you have them.

>>> No. However, Lyndsay did tell me on the Tuesday, March 29 (at the open mic) that she had been out in the garden and that it looked fantastic. She sounded really happy with the progress.

10. Who took over your job duties? What is that person's sex?

>>> Lyndsay and Sharon told me that the complainant(s) "wanted to help in the garden" and "come to events", but they didn't want to because I was there. So, I presume Willa Colville (female) took over some garden duties, but I don't know because I haven't been allowed to come back to the property so I don't know what is going on there now.

11. If the Respondent has claimed that conduct is the reason for your termination, has anyone else done either what you are accused of doing, or something similar? If your answer is yes, give their names, position titles, sex.

>>> Not that I'm aware of.

12. Explain what this person(s) did.

>>> N/A

13. What, if any, discipline did this person receive?

>>> N/A

14. Why do you believe sex was a factor in the decision to terminate your employment?

>>> It is common today: politicians and people on social media accuse transgender women of being "perverted men who are invading womens' spaces". Although I don't think anyone from Love Club LLC, Lockwood Cafe, or Reliable Street Inc intentionally prejudiced me in this way, it is in fact exactly what happened. A non-transgender woman accused a transgender woman of making her feel "uncomfortable" and "violating her personal boundaries". Frankly Willa's accusations against me were extremely harmful and slanderous, and no specifics examples were given by her because it is not true. Look – I can relate feeling "uncomfortable" around me – I am uncomfortable in my own skin – hence I began seeking medical assistance two decades ago. However, just because someone feels "uncomfortable" around me does not justify slandering me and telling people I've been "invading her personal boundaries". Not only were her accusations harmful and untrue, the handling of these allegations by Love Club LLC appeared biased based on typical prejudices against transgender women. I wholeheartedly believe that if I were not transgender, (1) these accusations would not exist, and (2) I would have been asked about my interactions and been able to share my perspective instead of being prejudiced (pre-judged).

15. Did you file a claim for unemployment compensation?

>>> No.

If you have other information that would help your case that was not adequately covered in the answers to the questions, please provide that information here or on a separate sheet of paper.

>>> N/A

Public Accommodations – background

1. Describe the incident in question. Include as many details as possible regarding the date, location and individuals involved.

>>>> On April 1, 2022 – the day after Lyndsay and Sharon confronted me with allegations – I was texted by Lyndsay that I could no longer come onto the property. This meant I could no longer come into Lockwood Cafe or Reliable Street's art gallery or open mic nights, or come onto the property in general.

2. What service were you seeking and where did you go to get the service.

>>>> I could no longer order food or drinks at Lockwood Cafe or participate in Reliable Street's art gallery or open mic nights.

3. Who denied you the service?

>>>> Lyndsay Nissen (Owner/CEO for Love Club LLC and Reliable Street Inc) and Sharon Stewart (Owner/CEO of Lockwood Cafe).

4. What is that person's sex?

>>>> Both are female.

5. When were you notified that the service would not be provided to you?

>>>> April 1, 2022

6. How were you notified?

>>>> Text message.

7. What reasons were you given for the denial? Include all reasons.

>>>> The allegations against me that I “made people feel uncomfortable” and “violated peoples' personal boundaries”. Lyndsay said that “as a community leader” she had to act on the allegations.

8. Why do you believe you were denied services? Why do you think this? Be specific?

>>> Because of aforementioned allegations – coupled with prejudices which led to the unfair handling of those allegations – I strongly feel they did perform a fair or substantial investigation. Instead they banned me from the property because it was just simpler (due to the fact that one of their employees complained about me).

9. Were you qualified for service? (yes, no) If not, did the Respondents know that?

>>> Yes.

10. Why do you feel you were qualified for service?

>>> I was a regular customer and donated ~6 months of volunteer labor to the organizations involved. They were happy with my work.

11. Has anyone else (no more qualified than you) received the service? Explain.

>>> Yes. All the businesses involved offer their services to the public.

12. What is that person's sex?

>>> See previous answer.

If you have other information that would help your case that was not adequately covered in the answers to the questions, please provide that information here or on a separate sheet of paper.

>>> N/A

Public Accommodations – General Treatment

1. How were you treated differently because of your sex? Give specific details.

>>>> I strongly believe that if a non-transgender woman did exactly what I did, they would not have had these complaints against them in the first place. Further, if they did receive these complaints against them, they would have been given some benefit of the doubt; they would have been asked questions instead of accused, and the investigation by Love Club LLC would have been fair instead of biased.

2. How were you treated differently from persons who are different from you in sex?

>>>> Non-transgender complainant(s) were given preferential treatment in Love Club LLC's investigation of the complaint(s).

3. Who treated you differently? List those persons who treated you differently by name, position, and sex.

>>>> Lyndsay Nissen (Owner and CEO of Love Club LLC and CEO for Reliable Street Inc, female), Sharon Stewart (Lockwood Cafe Owner and CEO, female), and Willa Colville (Lockwood Cafe employee, female).

4. Describe all of the ways that you were treated differently because of your sex. Include dates, times, locations, and names and titles of all persons involved.

>>>> See question #1.

5. Why do you believe you were treated differently?

>>>> Because (1) the allegations have no merit. I honestly do not know why a complainant(s) felt I was "violating personal boundaries", but I'm pretty sure I know why they felt "uncomfortable". If I did exactly what I did and was not transgender, these complaints wouldn't have happened. (2) Love Club LLC's investigation of the complaint(s) was unfair and prejudiced against me. If I were not transgender, I would have been talked to about the complaint(s) – NOT accused and punished without being asked anything.

6. Did you complain to anyone at the time about the way you were treated? If so, to whom did you complain and what was the response you received?

>>>> Yes. I told Lyndsay that there was more than one instance in my past where people complained they felt "uncomfortable" around me. One was when a boss in Culver City, CA learned I was transgender, then called me into the office to tell me he felt "uncomfortable" around me, and another was at a job interview in Fairfax, CA, when an owner scheduled me to be interviewed by a manager. At the beginning of the interview he told me he wasn't going to interview me because he felt "uncomfortable" around me. I told Lyndsay that the accusation against me sounded similar, and that this is the exact harmful stereotype transgender women are dealing with. Lyndsay said she was "sorry" but that she had to take action due to the complaints.

If you have other information that would help your case that was not adequately covered in the answers to the questions, please provide that information here or on a separate sheet of paper.

>>>> N/A

Gender Identity

1. With which gender do you identify (e.g. male, female, transgender male, transgender female, transgender)? What are your preferred pronouns?

>>> Although I am transgender, I don't identify as "transgender female". My gender is female. My pronouns are she/her.

2. What gender is reflected in your legal records and personal documentation (e.g. birth certificate, driver's license, Social Security records, credit history, and military history)?

>>> Although I am from Iowa, I lived in California for many years. My California license and related court order confirms I am female, however I am currently in the process of getting my birth certificate updated in order to get my Iowa license changed. I recently received the paperwork in the mail to get my birth certificate changed. I have a letter from a doctor and multiple therapists.

To the extent that there are different gender markers on different documents, please specify.

>>> My California license and related court order confirms I am female, however I am currently in the process of getting my birth certificate updated in order to get my Iowa license changed. I recently received the paperwork in the mail to get my birth certificate changed. I need to get that changed in order to get my Iowa driver's license updated.

3. When did you begin presenting as the gender with which you currently identify?

>>> 2003.

4. Have you changed your name? If so, when?

>>> Yes. In 2011.

5. Is there anyone at Respondent who knew your gender history? If so, identify by name and job title.

>>> Yes. Everyone who worked there did.

What is the basis for your belief that the above-named persons knew your gender history?

>>> Because I don't pass and many of us had discussed it. I'm pretty open.

6. Are you currently undergoing any course(s) of health care related to a gender transition?

>>> Hormone replacement therapy and counseling. I cannot afford surgery.

7. Is there anyone at Respondent who knew that you were undergoing a course of health care related to your gender transition? If so, identify by name and job title.

>>> Yes. Everyone who worked there know.

What is the basis for your belief that the above-named persons knew that you were undergoing a course of health care related to your gender transition?

>>> I don't pass, and several of us have talked about it.

Do you have any basis for believing that Respondent perceived you to be a transgender individual? If so, describe in detail the basis for your belief.

>>> Yes. It is apparent. I don't pass.



IOWA CIVIL RIGHTS
COMMISSION

STATE OF IOWA

KIM REYNOLDS, GOVERNOR
ADAM GREGG, LT. GOVERNOR

STAN THOMPSON, EXECUTIVE DIRECTOR

8/3/2022

ALEXANDRA DISTANCE MARIE WILSON
4733 TORONTO STREET
APT 112
AMES, IA 50014

RE: CP# 04-22-78265 EEOC# 26A-2022-00580
ALEXANDRA DISTANCE MARIE WILSON v. LOVE
CLUB LLC

ALEXANDRA DISTANCE MARIE WILSON:

Your complaint has been administratively closed. The Iowa Civil Rights Commission (ICRC) will take no further action on this case. Enclosed is a copy of the Preliminary Screening Review. Determinations at this stage are based primarily on paper filings and documentation provided to the Iowa Civil Rights Commission (ICRC).

At this time, you have the following legal options:

1. You may request the ICRC reconsider this determination and reopen your complaint. Your request must be in writing and made within thirty (30) days from the date of this letter. Your request should state why reopening should be granted. Any new information or documents supporting your allegations of discrimination should be submitted along with your request for reconsideration and reopening. The ICRC will send a copy of your request to the Respondent, who will then be given an opportunity to submit a response. In your written request for reconsideration, please state the CP# and EEOC#.

Your request can be delivered to the ICRC office within 30 days from the date of this letter by one of the following methods:

- a. Mail – postmarked no later than the 30th day, see address at bottom.
- b. FAX – received by the ICRC no later than 4:30 pm on the 30th day, see FAX number at bottom.
- c. Hand-delivered – received by the ICRC no later than 4:30 pm on the 30th day, see address at bottom.
- d. Email – received by the ICRC no later than 4:30 pm on the 30th day, see email address at bottom.

Note: If the 30th day falls on a weekend or a federal or state holiday, the 30-day period is extended to the ICRC's next regular business day.

2. You may request a letter granting you the right to sue in State District Court. Please read the enclosed Information Sheet regarding Right-to-Sue letters. We suggest consulting an attorney before you choose this option. You may wish to contact the Iowa Bar Association's Lawyer Referral Service at 1-(800) 457-3729. Both parties have the right to request a copy of the ICRC's case file after the Right-to-Sue letter has been issued. Please be aware there is a charge for the copying.

Note: In your written request for a Right-to-Sue letter, please state the CP# and EEOC#.

If you have any questions, please contact our office.

Sincerely,
Iowa Civil Rights Commission

Enclosures: Preliminary Screening Review and RTS Information Sheet
CC: File

Please help us improve our complaint process by completing a short evaluation at
<https://icrc.iowa.gov/file-complaint/complaint-process-evaluation>.

Iowa Civil Rights Commission, Grimes State Office Building, 400 E. 14th St., Des Moines, Iowa 50319-0201
515-281-4121 / 1-800-457-4416 / Fax 515-242-5840 / icrc@iowa.gov



IOWA CIVIL RIGHTS
COMMISSION

STATE OF IOWA

KIM REYNOLDS, GOVERNOR
ADAM GREGG, LT. GOVERNOR

STAN THOMPSON, EXECUTIVE DIRECTOR

8/3/2022

LOVE CLUB LLC
4625 RELIABLE STREET
AMES, IA 50014

RE: CP# 04-22-78265 IFFOC# 26.A-2022-00580
ALEXANDRA DISTANCE MARIE WILSON v.
LOVE CLUB LLC

LOVE CLUB LLC:

The above captioned complaint has been administratively closed effective the date of this letter. The Iowa Civil Rights Commission (ICRC) will take no further action on this case. Enclosed is a copy of the Preliminary Screening Review. Determinations at this stage are primarily based on paper filings and documentation provided to the ICRC. The Complainant does have the following legal options:

1. To request the ICRC reconsider this determination and reopen the complaint.
 - a. The request must be made within thirty (30) days from the date of this letter. Should the request for reconsideration be made, you may receive a copy of the request.
2. To request a letter granting the Complainant the right to sue Respondent in State District Court.
 - a. The Complainant must request the letter within two (2) years of the date of this letter.
 - b. Both parties have the right to request a copy of the ICRC's case file after the Right-to Sue letter has been issued. Please be aware there is a charge for the copying.
3. To request a review by the Equal Employment Opportunity Commission (EEOC) if the case is cross-filed with that agency.

If you have any questions, please contact our office. Thank you for your cooperation.

Sincerely,
Iowa Civil Rights Commission

Enclosure: Preliminary Screening Review

CC: File

RELIABLE STREET INC
LOCKWOOD CAFE

Please help us improve our complaint process by completing a short evaluation at
<https://icrc.iowa.gov/file-complaint/complaint-process-evaluation>.

PRELIMINARY CASE REVIEW

CP # 04-22-78265

EEOC # 26A-2022-00580

Area: Public Accommodation, Employment*

Bases: Sex, Gender Identity

Complainant: Alexandra Distance Marie Wilson

Respondents: Love Club, LLC; Reliable Street, Inc.; Lockwood Cafe

Adverse Action: Denied Service

Date: March 31, 2022

*Note: Complainant indicated Unequal Treatment, and this will be analyzed as Denied Service. Complainant indicated Employment adverse actions including: Discipline, Failure to Hire, Failure to Train, Denied Accommodation or Modification, and Termination, on her complaint. Based on her narrative and her questionnaire responses, Complainant was not an employee of Respondents, and thus the area of Employment will not be analyzed.

COMPLAINANT'S ALLEGATIONS

Relevant Factual Allegations:

Complainant is transgender, but she does not identify as a transgender female, she is simply female. Her California license and related court orders confirm she is female, and she began presenting this gender in 2003. Complainant legally changed her name in 2011. She alleges after six months of managing and performing the vast majority of planning and labor on a garden and prairie restoration project, she was asked to leave and not return. Complainant alleges the project was on behalf of businesses Reliable Street, Inc. and Lockwood Café [and project property, the Love Club LLC] (Respondents). She alleges everyone at Respondents knew her gender history.

Complainant states a local high school gardening club, Students Helping End Poverty and Hunger (SHEPH), has permission to garden on the property site. Complainant alleges she was appointed manager of the garden by café owners Lyndsay Nissen (female, gender identity not provided) and Sharon Stewart (female, gender identity not provided). Complainant states she is an author who is known for her skills with gardening and native plants. She recalls she was offered the 50% employee discount on all purchases at the café. Complainant alleges she assisted SHEPH with planning and labor, and she provides photos of the garden from October 2021 before she began her work. Complainant was told by Respondents to communicate with café employees Willa Colville (female, non-transgender) and Denise Martinez (female, gender identity not provided), and they also attended meetings with SHEPH with Complainant.

Complainant states she cleared land, weeded, picked up garbage like tires, framed edges of an area to be mulched with boards, and built fences. Complainant alleges she provide six loads of mulch, purchased 4 x 4s, and painted signs.

Complainant notes by March 2022 the project was going well, and the relations between all parties was excellent. Complainant remembers she received many compliments on the garden improvements. However, on March 31, 2022, Transgender Day of Visibility, Complainant was removed from the project. Complainant states on this day she was to meet with Nissen and Stewart to show them the work that was done, and Complainant would explain what supplies were needed. Instead, Nissen and Stewart told Complainant "multiple people"¹ complained Complainant was "violating their space" and made them feel "unsafe." Complainant states she questioned why no one ever told her this, and Nissen and Stewart noted they had tried, but Complainant should "read a book on active listening."

Complainant states she spoke with friends and community members, in effort to find out who made the statements, as she was concerned about her reputation. As a transgender woman, Complainant states she already faces the stereotype of being a predator, and she always tries to be mindful of peoples' personal space. Complainant notes she contacted several others who work on the project to let them know she was leaving the project, and received nice messages. Finally, Colville told Complainant she was the one who complained. Complainant wishes Colville would have told her personally, because she would have adjusted her interactions, and Complainant alleges in fact Colville showed the opposite, that she was comfortable with Complainant.

Complainant believes Nissen and Stewart mishandled the complaint, and they were unfair in their "investigation" of the complaint, and caused her injury. Complainant contends if a non-transgender woman was in her position and interacted in the same way with them, there would not have been these complaints in the first place. Complainant alleges if there were complaints, a non-transgender woman would have been given a benefit of the doubt and would not have been accused the way she was. Complainant states she has suffered great distress from being cut-off from her community as a result of their actions. Complainant was banned indefinitely from the project and from Respondents, as she was no longer able to go to the café or the art gallery connected with Reliable. Complainant alleges their conduct was based on her sex because a non-transgender woman who complained was given preferential treatment, and Complainant was presumed guilty. Complainant believes she was treated unfairly by this presumption of guilt based on typical prejudices many transgender women face.

Complainant alleges she should have been an employee but was not properly employed, and that Respondents violated the Fair Labor Standards Act. Complainant states she believed she was working on behalf of Respondent Reliable Street Inc., which was primarily run by Nissen and Complainant was told "[Nissen] owns the property." Complainant includes emails from Nissen, written to Complainant with an email address for Reliable. Complainant later learned the property was owned by Love Club LLC, not a non-profit. Thus, Complainant indicates she was not working as a volunteer but in fact as an unpaid employee of the LLC.

Complainant states Respondents should establish fair protocols for handling complaints, and she would like to be reimburse for her labor and emotional distress.

Relevant Information/Documents:

- ICRC Initial Complaint Form
- Responses to ICRC Questionnaires

¹ All quotes herein are verbatim. Any alteration will be denoted by brackets.

- Complainant's statement, including photos of gardens

RESPONDENT'S REASONS

Relevant Factual Allegations:

Stewart owns Respondent Lockwood Café, a small restaurant which seeks to be a space that remains safe for the Queer and Trans community as well as POC. Stewart states over half of her staff identifies as Queer, and while there are not currently transgender employees, there were previously who have now moved out of the state.

Stewart states Complainant began to come to the café regularly in the late summer 2021. Respondents note Complainant identified herself by the name of Sondra, and she spoke openly about being transgender. Complainant seemed happy and wanted to build a community connection, and she expressed an interest in the community garden and prairie. Stewart states the garden is not part of the café, but is part of the Reliable Street, Inc. non-profit.

Nissen states Complainant first appear to her at an open mic night at the Reliable Street, Inc. gallery, and then she became a fixture there. Nissen alleges Complainant needed community, and they embraced her. Nissen states Complainant became interested in the community garden that was part of Reliable Street, Inc. Nissen notes Reliable Street Inc. is a non-profit organization and a collective space, whose mission is to provide community improvement through the arts. They encourage a working environment, both interdependent and collaborative, and they intend for the public to be involved. Reliable is a tenant of The Love Club LLC. Nissen says the garden is a volunteer project that incorporates high school students in a club called SHEPH.

Nissen alleges Complainant would corner her regularly to talk about the garden and her ideas for it. Nissen states she told Complainant that yes, she could have the opportunity to work on the land, but that the others already involved had a plan. Complainant soon came up with the idea of a prairie, and Nissen encouraged her to talk to the other involved parties who already worked on the garden project. Regardless, Nissen states Complainant began to clear the weeds from the space she wanted to work in without talking to anyone else about it, and the prairie became an obsession. Nissen says she agreed Complainant could plant a prairie, and Complainant continued to push her for more control of the project. Nissen alleges Complainant did not listen to others, she bulldozed them, and Nissen states she continued to attempt to get Complainant to listen to other people. Nissen states Complainant wanted to raise money to buy the seed for the prairie but never did, instead she asked Nissen and others for donations for it. Nissen notes the prairie was not the community project, the garden was.

Nissen recalls Complainant spent money on garden purchases without authorization, and then she began to solicit funds for them from café employees and customers, and others involved with the garden, which became very uncomfortable. In addition, Nissen states Complainant had become "obsessed" with Colville, to the extent that Complainant was stalking and harassing her. When the Colville complained to Stewart, she and other employees such as Martinez shared that Complainant had also made racist comments and inappropriate comments about employees' sexual identities, and they provide text messages and statements from employees and patrons who express these sentiments and those communications.

One text message is a conversation between Complainant and an employee where Complainant wrongly identifies and asks questions about the employee's national origin. In a statement, a patron alleges he witnessed Complainant make racially insensitive comments, and Complainant harassing staff at the café, including asking them, other patrons, and even the high school students in SHEPPI for money for the garden projects. The patron alleges Complainant harassed him by texting and calling him and numerous others in the community, multiple times a day.

Nissen and Stewart were concerned about how both employees and customers were being treated, as providing a safe space was an important goal. Nissen states she and Stewart asked the employees what they needed to feel safe and comfortable at work and on the property, and the employees agreed Complainant should no longer be involved. Nissen and Stewart then spoke to Complainant on March 31, 2022 to ask her to leave the projects and space. Nissen asserts they made their explanation of why, broad, so as to protect their employees and to not hurt Complainant's feelings. Nissen states Complainant was extremely defensive, did no personal reflection, and did not accept any responsibility. Nissen notes she gave Complainant \$300 in cash for the money Complainant spent without asking, and the prairie seed, though Nissen also provides an email stating Complainant was purchasing the prairie seed as a donation.

Stewart and Nissen state Complainant was never an employee, she was a volunteer.

Relevant Information/Documents:

- Responses to ICRC Questionnaires from Stewart and from Nissen
- Statement from trans resident and Respondents' patron Charlie Esker

STANDARD

The ICRC issues screening decisions based on the information collected to date. If the information indicates a "reasonable possibility of a probable cause determination or the legal issues in the complaint need development" the ICRC will "screen in" a case for further investigation. Iowa Admin. Code r. 161—3.12(1)(f). During the screening stage, the ICRC draws all "rational, reasonable, and otherwise permissible" inferences in Complainant's favor. See *Phillips v. Covenant Clinic*, 625 N.W.2d 714, 718 (Iowa 2001) (quoting *Butler v. Hoover Nature Trail, Inc.*, 530 N.W.2d 85, 88 (Iowa Ct. App. 1994)). Importantly, the ICRC does not evaluate credibility at the screening stage, and instead evaluates only whether the stated facts create a "reasonable possibility" for a probable cause finding. The ICRC relies in part on its own experience and expertise with the Iowa Civil Rights Act (ICRA), while remaining mindful that many cases turn on circumstantial—rather than direct—evidence of discrimination. *Ritz v. Wapello Cty. Bd. of Supervisors*, 595 N.W.2d 786, 791 (Iowa 1999).

ANALYSIS

Adverse Action: Denied Service

Date: March 31, 2022

Timely?

☒ Yes

☐ No

☐ Undetermined

"Except as otherwise provided in section 614.8, a claim under this chapter shall not be maintained unless a complaint is filed with the commission within three hundred days after the alleged discriminatory or unfair practice occurred." Iowa Code § 216.15(13). Complainant filed her complaint on April 29, 2022, and the incident in question was on March 31, 2022, which is within the 300-day window beginning July 3, 2021. The complaint is timely.

Complainant can prove unlawful discrimination through direct evidence or indirectly through inference using the pretext analytical model. *Butler v. Crittenden City, Ark.*, 708 F.3d 1044, 1050 (8th Cir. 2013) (citing *Young-Losee v. Graphic Packaging Int'l, Inc.*, 631 F.3d 909, 912 (8th Cir. 2011); *Price Waterhouse v. Hopkins*, 490 U.S. 228, 242 109 S. Ct. 1775 (1989). Complainant must show the adverse action "occurred under circumstances giving rise to an inference of discrimination," and Complainant's status as a protected class member was a motivating factor in the decision. *DeBoom v. Raining Rose, Inc.*, 772 N.W.2d 1, 13 (Iowa 2009) (citations omitted).

Is there direct evidence? ☐ Yes ☒ No ☐ Undetermined

A claim that is not supported by direct evidence can proceed under the three-stage, burden-shifting standard set forth in *McDonnell Douglas Corp. v. Green*, 411 U.S. 792, 93 S. Ct. 1817 (1973). Under the *McDonnell Douglas* burden-shifting approach, Complainant must establish a prima facie case of discrimination. Once a prima facie case is established, the burden shifts to the employer to articulate a legitimate, nondiscriminatory reason for the employment decision. If the employer articulates such a reason, the presumption disappears and the complainant bears the burden of proving that the employer's proffered reason is merely a pretext for discrimination. *Id.*

Prima Facie Case

A prima facie case of discrimination in public accommodation requires a showing Complainant (1) is a member of a protected class; (2) sought to enjoy the accommodations of the public accommodation; and (3) did not enjoy the accommodations because of discrimination in that (a) the individual was refused or denied the accommodations while similarly situated persons outside the protected class were not deprived of those services, or (b) the individual was allowed to use them but was otherwise subjected to markedly hostile conduct. *Kirt v. Fashion Bug #3253*, 479 F. Supp. 2d 938, 959 (N.D. Iowa 2007).

"'Markedly hostile' conduct means conduct that '(1) is so profoundly contrary to the manifest financial interests of the merchant and/or her employees; (2) so far outside of widely accepted business norms; and (3) so arbitrary on its face, that the conduct supports a rational inference of discrimination.'" *Id.* at 966 (quoting *Callwood v. Dave & Buster's, Inc.*, 98 F.Supp. 2d 694, 708 (D. Md. 2000)). A complainant must prove the conduct was "in a manner that a reasonable person would find objectively unreasonable" for the conduct to be considered markedly hostile. *Id.* at 962 (quoting *Callwood*, 98 F.Supp.2d at 708). "Any credible evidence" showing a respondent engaged in an adverse action based on a complainant's protected class "may establish an inference of discrimination." *Id.*

Element 1: ☒ Yes ☐ No ☐ Undetermined

Complainant is female, and she is transgender, thus she is a member of protected classes based on her sex and gender identity.

Element 2: ☒ Yes ☐ No ☐ Undetermined

The ICRA defines "public accommodation" as "each and every place, establishment, or facility of whatever kind, nature, or class that caters or offers services, facilities, or goods for a fee or charge." Iowa Code § 216.2(13)(a).

Respondents are a café, and collective space for art, including a gallery, which makes them public accommodations. Complainant sought to order at the café, and participate in the collaborative space, including the garden, and therefore sought the use of the public accommodations.

Element 3: ☒ Yes ☐ No ☐ Undetermined

Complainant was denied service, as she was told by Stewart and Nissen she was banned indefinitely from Respondents, including the community garden project. Complainant was denied service, while she alleges males and non-transgender patrons and collaborators are allowed to enjoy them. Complainant alleges their conduct was based on her sex because a non-transgender woman who complained was given preferential treatment, and Complainant was presumed guilty. Complainant believes she was treated unfairly by this presumption of guilt based on typical prejudices many transgender women face, such as being a predator.

Respondent's Reason

Respondent provided legitimate, nondiscriminatory reason and supported with admissible evidence: ☒ Yes ☐ No

The establishment of a prima facie case creates a rebuttable presumption of discrimination. *McCullough v. Real Foods, Inc.*, 140 F.3d 1123, 1126 (8th Cir. 1998). Once a prima facie case is established, the burden shifts to Respondent to articulate some legitimate, nondiscriminatory reason for the challenged action. *Valline*, 2003 WL 21361344, at *3 (citing *Bd. of Supervisors of Buchanan Cnty. v. Iowa Civil Rights Comm'n*, 584 N.W.2d 252, 256 (Iowa 1998)). The reason must be articulated with some specificity and clarity in order to afford Complainant "a full and fair opportunity to demonstrate pretext." *Burdine*, 450 U.S. at 255-56.

This burden involves the production of some admissible evidence giving rise to a genuine issue of fact. *Hamilton v. First Baptist Elderly Housing Found.* 436 N.W.2d 336, 338 (Iowa 1989). The supporting evidence does not need to be enough to persuade a court that the proffered reason was the actual motivation. *Id.* Attorney arguments are not considered admissible evidence. *State v. Graves*, 668 N.W.2d 860, 878 (Iowa 2003); 8th Circuit Model Civil Jury Instructions 1.02(1); Iowa Model Jury Instruction 100.4.

Respondents state Complainant was a volunteer, not an employee. Nissen recalls Complainant began to solicit funds for the prairie from café employees and customers, and others involved with the garden. The situation became very uncomfortable, as there was a business being run, and employees were there to work and customers were there to be patrons of the business. Respondents

state Complainant was stalking and harassing an employee, and she and other employees shared that Complainant had also made racist comments and inappropriate comments about employees' sexual identities and national origin. They provide text messages and statements from employees and patrons who express these sentiments and those communications. The patron alleges Complainant harassed him by texting and calling him and numerous others in the community, multiple times a day.

Nissen states she and Stewart asked the employees what they needed to feel safe and comfortable at work and on the property, and the employees agreed Complainant should no longer be involved.

Pretext:

Complainant can prove pretext: ☐ Yes ☒ No ☐ Undetermined

Once an employer offers a non-discriminatory reason, the burden then shifts back to the employee to show that the employer's explanation is a pretext for discrimination. *Yates v. Rexton, Inc.*, 267 F.3d 793, 798 (8th Cir. 2001). Complainant can demonstrate Respondent's reason is pretextual by showing that it is false, through the use of comparisons with similarly situated employees, or through the use of statistics to show a pattern of discrimination. See, e.g., *Miles v. M.N.C. Corp.*, 750 F.2d 867, 870 (11th Cir. 1985); *Bradford v. Norfolk S. Corp.*, 54 F.3d 1412, 1419 (8th Cir. 1995). Failing to follow its own policies or substantially changing its proffered reasons for its actions might also be evidence of pretext by Respondent. *Ledbetter v. Alltel Corp. Servs., Inc.*, 437 F.3d 717, 722 (8th Cir. 2006) (discussing an employer failing to follow its own policies); *Kobrin v. Univ. of Minn.*, 34 F.3d 698, 703 (8th Cir. 1994), cert. denied, 522 U.S. 1113 (1998) (discussing substantial changes in proffered reason). Complainant can prove pretext by offering "evidence of 'remarks of the employer that reflect a discriminatory attitude,' as well as 'comments which demonstrate discriminatory animus in the decisional process or those uttered by individuals closely involved in employment decisions.'" *Roberts v. Park Nicollet Health Servs.*, 528 F.3d 1123, 1128 (8th Cir. 2008) (quoting *EEOC v. Liberal R-II Sch. Dist.*, 314 F.3d 920, 923 (8th Cir. 2002)). Complainant may also show evidence of prior instances of disparate treatment by the employer in other contexts. *Phillip v. ANR Freight Sys. Inc.*, 945 F.2d 1054, 1056 (8th Cir. 1991).

Complainant does not show pretext through falsity. Complainant offers Coville as a non-transgender woman who she believes was give more favorable treatment, however Coville was an employee of a Respondent, and Complainant was a volunteer. In addition, Coville was complaining of misconduct by Complainant, whereas Complainant was being accused of possible misconduct. Complainant does not show falsity through a statistical pattern of discrimination. Complainant cannot establish Respondent failed to follow their own policies or substantially changed its reasons. Complainant does not believe Respondents conducted a fair investigation of the claims against her. However, Respondents detail the complaints they received in their questionnaire responses, despite not detailing them for Complainant in order to protect the employees and not hurt Complainant's feelings.

Complainant cannot demonstrate evidence of remarks or comments showing Respondents had a discriminatory attitude, and Respondents are known in the community, even to Complainant, for being a safe space for the Queer and Trans community. Complainant does not evidence prior instances of disparate treatment by Respondents.

No further investigation is warranted.

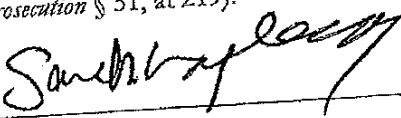
MATERIAL DISPUTED FACTS

☐ Yes ☒ No

MATERIAL CREDIBILITY DETERMINATIONS TO BE MADE

☐ Yes ☒ No

RECOMMENDATION ☐ Refer for Further Investigation ☒ Administratively Close
The ICRC's administrative rules provide the standard for screening. "A case will be screened in when further processing is warranted." Iowa Admin. Code r. 161—3.12(1)(f). "Further processing is warranted when the collected information indicates a reasonable possibility of a probable cause determination." *Id.* Probable cause exists where there are reasonable grounds to believe discrimination has occurred. *Wilson v. Hayes*, 464 N.W.2d 250, 261–62 (Iowa 1990) (citing 52 Am.Jur.2d *Malicious Prosecution* § 51, at 219).



Sarah Vanderploeg
Civil Rights Specialist

Alexandra "Sondra" Wilson
4733 Toronto St. #112
Ames, IA 50014
adwilson8@dmacc.edu

Iowa Civil Rights Commission
State Office Building
400 E. 14th St.
Des Moines, IA 50319

Request for Appeal CP #04-22-7265

Dear Iowa Civil Rights Commission:

Although I am writing to request an appeal, my hopes for finding justice for this case have diminished as a result of the several false accusations and slanderous statements Nissen made in her response to the ICRC. I received a copy of these statements within the packet I received from ICRC on 8/3/2022, and I am appalled by and upset about her malicious dishonesty. I sincerely thought Love Club would simply settle because they knew what happened to me was wrong, and frankly I worked hard for them and accomplished a great deal during the months I worked there. However, instead their response, via Nissen, included the following false, slanderous accusations:

"Nissen alleges Complainant would come her regularly to talk about the garden and her ideas for it."

>>>> I never "cornered" Nissen to talk about the garden. She is the owner of the property. Mrs. Stewart (owner of Lockwood) frequently told me to "talk to Lyndsay (Nissen)" because she had "the final say" on anything property related. I approached Nissen to get permission at various times before making major changes so that she would not be disappointed with the results. Nissen *never* showed disinterest, annoyance, or otherwise when discussing the garden project. Rather, she often brought it up. I don't like how she now is attempting to frame these conversations as if I "cornered" her. That is ridiculous.

"Nissen states she told Complainant that yes, she could have the opportunity to work on the land, but that the others already involved had a plan. Complainant soon came up with the idea of a prairie, and Nissen encouraged her to talk to the other involved parties who already worked on the garden project. Regardless, Nissen states Complainant began to clear the weeds from the space she wanted to work in without talking to anyone else about it, and the prairie became an obsession."

>>>> Nissen and Stewart asked me to take lead the garden project, and to coordinate

with Lockwood Cafe employees Willa Colville and Denise Martinez, and SHEPH. They wanted me to take charge of the project because the high schoolers did not have time to perform many tasks which needed done. I suggested installing native tallgrass prairie to replace the tall weeds surrounding and encroaching into the garden, and on Oct. 22 I sent Nissen a proposal to install native tallgrass prairie; screenshot:

On Fri, Oct 22, 2021 at 12:47 PM Sandra Wilson (via Google Drive) <drive-shares-dm-noreply@google.com> wrote:

adraghastar@gmail.com shared a folder



adraghastar@gmail.com has invited you to contribute to the following shared folder:

The lyrics for the duet I mentioned (Deep Auburn Skies) is in this folder. I'll record an audio with my phone and add the file today so u can hear it.

Also the prairie file and open mic flyer pdf were moved into this folder.

Reliable Street Files



adraghastar@gmail.com is outside your organization.

Open

If you don't want to receive files from this person, block the sender from Drive

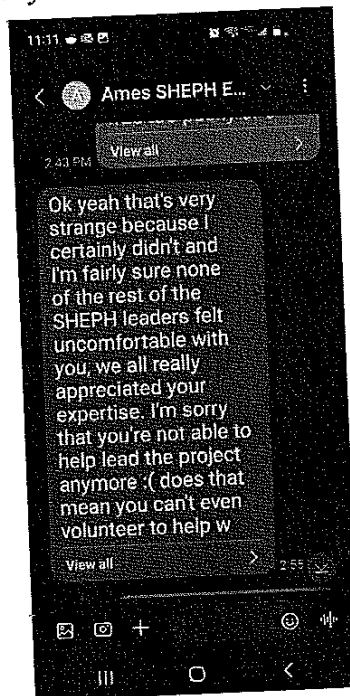
Continued: On Oct. 26 at the open mic Nissen approved the installation of the prairie, and on Oct. 31 I began clearing weeds. Nissen was aware that Luke Gran from Pruneterra had assessed the property for prairie installation. Nissen lied when she claimed that I "began to clear the weeds from the space she wanted to work in without talking to anyone else about it" and when she claimed that "the prairie became an obsession". Nissen approved prairie installation, and she attempted to shine me in a negative light when claiming it "became an obsession". I performed the labor we agreed upon, and approached her with ideas to get approval. How she now attempts to cast me in a negative light is disappointing, false, slanderous, and unfair.

"Nissen says she agreed Complainant could plant a prairie, and Complainant continued to push her for more control of the project."

>>>> Again Nissen attempts to cast shade on my character. What she said is absolutely false.

"Nissen alleges Complainant did not listen to others, she bulldozed them, and Nissen states she continued to attempt to get Complainant to listen to other people."

>>>> Nissen again is lying about my character and attempting to cast me into a negative light. I did not "bulldoze" anyone. For example, after Nissen removed me from the project and barred me from the property, I messaged SHEPH's president, Emily Hoag, with regard to what happened. You can tell by her response that students from SHEPH were not feeling "bulldozed" or as if I hadn't listened to them. Again Nissen is lying and attempting to cast shade on my character, and I am extremely disappointed in her.



"Nissen states Complainant wanted to raise money to buy the seed for the prairie but never did, instead she asked Nissen and others for donations for it."

>>>> I asked Nissen and others if they had any ideas for raising some funds for it. I never asked anyone for money for the project. Again Nissen is lying.

"Nissen notes the prairie was not the community project, the garden was."

>>>> Willa and Denise were both excited about working on the prairie together. Luke Gran and Nate Kemperman were also excited about it. SHEPH members were excited about it, and one member particularly was as she had written a paper about Iowa native prairie. While SHEPH did not have time to work on it, they were supportive and excited about it. Besides them, however, several community members donated time to help with the prairie. Although I proposed the idea, several people were involved. Again Nissen

is lying and attempting to cast me in a negative light.

“Nissen recalls Complainant spent money on garden purchases without authorization...”

>>>> I did not spend money on garden purchases without authorization. Nissen entrusted me with discretion with regard to improving the garden – she told me she was really impressed and happy with how the garden was looking after I installed 4x4s and wood chips which I purchased with my own money as donations to the project.. They were essential purchases because they were required by the City of Ames fire regulations for use in fire prevention throughout the prairie area. Again Nissen is lying. I feel used by her for my labor and kindness, and slandered by her repeated, manipulative lies which are aforementioned.

“[S]he began to solicit funds for them from café employees and customers, and others involved with the garden, which became very uncomfortable.”

>>>> Again Nissen is lying. I never asked any cafe employees or customers – or others involved with the garden – for money. Here is what happened: when I told Colville that I purchased the 4x4s and related supplies due to the urgency of the project (the prairie was scheduled to soon be planted, and the area needed to be brought to fire code), Colville told me that I should really talk to Lockwood owners and Lyndsay about making the purchases. Lockwood owners and I discussed the garden frequently because several of them were involved, so I asked if they had any suggestions for getting donations for additional supplies. I was directed to talk with Nissen about this because she owns the property (she owns Love Club and appears to the CEO of Reliable Street, Inc.) It was the very next day that Nissen banned me from the property and robbed me of several months labor while slandering my name throughout the community.

“Nissen states Complainant had become “obsessed” with Colville, to the extent that Complainant was stalking and harassing her.”

>>>> Again Nissen is lying. I never stalked nor harassed Colville, and the fact that she's lying about this is another example of how she is choosing to abuse me via trying to accuse me of something which is used as a typical stereotype against transgender women. Nissen has shown to me that she is an abusive, manipulative person.

“When the Colville complained to Stewart, she and other employees such as Martinez shared that Complainant had also made racist comments and inappropriate comments about employees’ sexual identities, and they provide text messages and statements from employees and patrons who express these sentiments and those communications.”

>>>> I never made racist comments nor did I make inappropriate comments about employees' sexual identities. I don't know what text messages or statements were taken out of context (or lied about) and submitted to you, but I am very against racism and sexism.

"One text message is a conversation between Complainant and an employee where Complainant wrongly identifies and asks questions about the employee's national origin.

>>>> I need more context (not sure what text this is), however I am absolutely certain that if I was inquiring about someone's ancestry, it was because I'm a history nut. Whatever I texted to whoever this is about is absolutely taking it out of context in order to slander my reputation.

"In a statement, a patron alleges he witnessed Complainant make racially insensitive comments, and Complainant harassing staff at the café, including asking them, other patrons, and even the high school students in SHEPH for money for the garden projects."

>>>> Whoever stated these things (assuming it is Willa Colville's best friend Charlie Esker) is absolutely lying. None of these things occurred. Again, I am very against racism and I never asked members of SHEPH, Lockwood staff, or patrons for money. SHEPH and I discussed fundraising ideas, but Esker was not present for these conversations and is lying. Esker displays sells his art and has a studio on the property where he works. However, here he pretends he's "a patron who witnessed this". These people are complete jerks.

"The patron alleges Complainant harassed him by texting and calling him and numerous others in the community, multiple times a day."

>>>> I texted people, and people texted back, but to now claim that I was harassing when we were having conversations they participated in is another lie. These people are evil.

"Nissen states Complainant was extremely defensive, did no personal reflection, and did not accept any responsibility."

>>>> What I was being accused of never happened, so no I will not accept responsibility for that. More manipulative lying from Nissen here.

"Nissen notes she gave Complainant \$300 in cash for the money Complainant spent without asking...."

>>>> Nissen gave me money to reimburse me for the purchases I made the two weeks prior for the fire safety. I never asked her for this money. Again Nissen is being manipulative and false in her claims.

"Prairie seed, though Nissen also provides an email stating Complainant was purchasing the prairie seed as a donation."

>>>> My boyfriend donated \$100 toward the prairie see purchase. Nissen said she would cover the rest. Anything she stated that doesn't align with this again is more manipulation.

In closing:

I really don't anticipate ICRC to take further action on this, however with Nissen, Esker, and others making abusive, false statements against me on the record, I felt it is necessary to file this appeal to refute their awful statements. I regret volunteering for them, and have learned in the future to always get a contract.

ICRC employees: thank you for your help in this matter. I really thought Nissen would just reimburse me for my time following the original filing – I had hoped for a mediator to be provided by ICRC, but I absolutely did not expect Nissen and related parties to file a string of lies and bullying within their statements. Now on your end it just probably looks like my word against theirs. I don't expect to find justice for how I was treated.

Sincerely,
Sondra Wilson

Before the Iowa Civil Rights Commission

Complainant, :
Alexandra Distance Marie Wilson

CP# 04-22-78265
BEOC# 26A-2022-00580

v.

Respondents,
Love Club LLC, Reliable Street Inc., Lockwood
Cafe

Summary Order and Notice Denying
Reopening

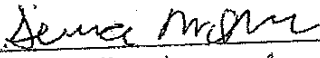
Pursuant to Iowa Admin. Code r. 161—3.16(3), the above captioned complaint was reviewed based on Complainant's application for reopening. The Iowa Civil Rights Commission (ICRC) administratively closed Complainant's complaint on August 3, 2022. Complainant sent a request for reopening to the ICRC via email on Saturday, September 3, 2022.

Pursuant to I.A.C. r. 161—§ 3.16.3(c), "An application for reopening under this subrule must . . . be filed within 30 days after the issuance of the decision or action to be reconsidered." The administrative closure of Complainant's complaint was issued on August 3, 2022. The 30-day reconsideration period ended September 2, 2022. In order to be considered timely, a request to reopen must have been postmarked by that date or faxed or emailed by 4:30 pm on that date.

Complainant's request for reopening was received after the deadline of September 2, 2022. Complainant's Request for Reopening is untimely and must be summarily denied under I.A.C. r. 161—§ 3.16(2).

IT IS THEREFORE ORDERED that the Complainant's reopening application be denied.

Dated September 19, 2022.


Sierra Walker, Attorney 1
Iowa Civil Rights Commission

From: roberto.rodriguez-peterson@iowa.gov <roberto.rodriguez-peterson@iowa.gov> on behalf of Iowa Civil Rights Commission, ICRC <icrc@iowa.gov>
Sent: Friday, September 2, 2022 1:49 PM
To: Wilson, Sondra <adwilson8@dmacc.edu>
Subject: Re: Appeal for CP# 04-22-78265

The e-mail below is from an external source to DMACC. Please do not open attachments or click links from an unknown or suspicious origin.

Yes, go ahead and email it. The 30 days is a strict 30 days so make sure you have it emailed to us by tomorrow.
Thank you,

Iowa Civil Rights Commission

400 E. 14th St. | Grimes State Office Building | Des Moines, IA 50319

Phone: (515) 281-4121

E-Mail: icrc@iowa.gov | <https://icrc.iowa.gov/>

This message is intended only for the use of the individual or entity to which it is addressed and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient, you are hereby notified that any dissemination, distribution or copying of this message is strictly prohibited. If you have received this communication in error, please notify the sender by replying to his/her e-mail address noted above and delete the message.

On Fri, Sep 2, 2022 at 11:33 AM Wilson, Sondra <adwilson8@dmacc.edu> wrote:
Dear ICRC:

I nearly have a request for appeal typed up and ready to send to you. Tomorrow will be one month since I received the packet from you, so I should be within the 30 day time limit, albeit I'm cutting it close! This has just been emotionally difficult to right about and relive all this, so it hasn't been something easy to get down on paper because it has been such a traumatic experience. I just want to give you a heads up that I plan on getting it to you by tomorrow.

Thank you,

Sondra Wilson

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On Thu, Sep 22, 2022 at 11:15 AM Wilson, Sondra <adwilson8@dmacc.edu> wrote:
Thank you. I appreciate that much.

Sincerely,
Sondra

From: hilda.coelho@iowa.gov <hilda.coelho@iowa.gov> on behalf of Iowa Civil Rights Commission, ICRC
<icrc@iowa.gov>

Sent: Thursday, September 22, 2022 11:12 AM

To: Wilson, Sondra <adwilson8@dmacc.edu>

Subject: Re: Appeal for CP# 04-22-78265

The e-mail below is from an external source to DMACC. Please do not open attachments or click links from an unknown or suspicious origin.

Thank you for letting us know, Sondra. I understand. We review your request. Have a great day!

Iowa Civil Rights Commission

400 E. 14th St. | Grimes State Office Building | Des Moines, IA 50319

Phone: (515) 281-4121

E-Mail: icrc@iowa.gov | <https://icrc.iowa.gov/>

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On Wed, Sep 21, 2022 at 12:35 PM Wilson, Sondra <adwilson8@dmacc.edu> wrote:
Dear ICRC:

I emailed you about the deadline ahead of time, and was told to email it by Sept. 3 and it would be fine, however today I received a letter denying my appeal because they said it was due the 2nd. I really wish I had been told this or I wouldn't have waited the extra day. I have never been treated as badly as I was by these people, and am disappointed that ICRC is not going to help.

Thank you anyway, but I feel my appeal should not have been denied based on being late, when I was told by ICRC that the deadline was the third.

Be well,

Sondra Wilson

Re: Appeal for CP# 04-22-78265

Wilson, Sondra <adwilson8@dmacc.edu>

Wed 9/28/2022 6:56 PM

To: Iowa Civil Rights Commission, ICRC <icrc@iowa.gov>

Dear ICRC:

I want you to know that between keeping up with homework *and* heaving the emotional burden of being accused of many immoral things, the 30 day time limit for filing the appeal felt unmanageable.

I've been attempting to organize evidence in a way I think will make it simpler on your end to review facts, and in it I have included text messages between myself, Lyndsay Nissen, and Willa Colville. They are found in Folder A
here: <https://drive.google.com/drive/folders/1HVPvGN9s4G6m8rpKb3ccmq0L2ekMvSep?usp=sharing>

I think you will find that the text messages between us indicate that Nissen was being untruthful in her accusations that I was "harassing and stalking Willa Colville". I have not seen Willa since the texts she sent me, and a person who was being "stalked and harassed" would not talk to someone in the way either of them address me in the texts. In Nissen's statements she described me as "cornering her", but every other text she has ever sent me has heart emojis and a friendly demeanor that I believe it exposes she was being untruthful to you.

I appreciate that you are looking back into this. I feel only recently I've had (barely) enough time to upload these documents and gather them together in this manner. I am currently waiting to hear back from you before filing with the EEOC, however when they review the case I would like them to see your evaluations of this evidence I bring before you now.

Should I be waiting for another letter from you with regard to this appeal?

Thank you,
Sondra Wilson

From: hilda.coelho@iowa.gov <hilda.coelho@iowa.gov> on behalf of Iowa Civil Rights Commission, ICRC <icrc@iowa.gov>

Sent: Thursday, September 22, 2022 11:23 AM

To: Wilson, Sondra <adwilson8@dmacc.edu>

Subject: Re: Appeal for CP# 04-22-78265

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You're welcome!

Iowa Civil Rights Commission

400 E. 14th St. | Grimes State Office Building | Des Moines, IA 50319

Phone: (515) 281-4121

E-Mail: icrc@iowa.gov | <https://icrc.iowa.gov/>



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Milwaukee Area Office

310 West Wisconsin Avenue, Suite 500
Milwaukee, WI 53203-2292
Intake Information Group: (800) 669-4000
Intake Information Group TTY: (800) 669-6820
Milwaukee Status Line: (866) 408-8075
Milwaukee Direct Dial: (414) 297-1111
TTY: (414) 297-1115
FAX: (414) 297-4133 & 3146
Website: www.eeoc.gov

NOTICE TO CHARGING PARTY

YOUR CHARGE WAS DUAL-FILED WITH THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) TO PRESERVE YOUR RIGHT TO SUE IN COURT UNDER FEDERAL LAW.

Your charge with the IOWA CIVIL RIGHTS COMMISSION has also been filed with the EEOC under one or more of the following federal employment discrimination laws: Title VII of the Civil Rights Act of 1964 (Title VII); the Age Discrimination in Employment Act (ADEA); the Americans with Disabilities Act (ADA); the Equal Pay Act (EPA); or the Genetic Information Nondiscrimination Act (GINA).

Please cooperate with the IOWA CIVIL RIGHTS COMMISSION as they process this charge. The EEOC will not act on the charge until the IOWA CIVIL RIGHTS COMMISSION completes its proceedings. Their final findings and orders may be adopted by the EEOC. They will investigate and resolve the charge under their statute. Under section 1601.76 of the EEOC's regulations, you may ask the EEOC to perform a Substantial Weight Review of their final finding. To obtain this review, a written request must be made to this office within 15 days of receipt of the IOWA CIVIL RIGHTS COMMISSION's final finding on your charge. Otherwise, the EEOC will general adopt their finding.

If you wish to file a private lawsuit:

Under Title VII, the ADA and GINA, the EEOC must issue a Notice of Right to Sue, either at your request or after the EEOC acts on the IOWA CIVIL RIGHTS COMMISSION's finding, before you may file a private lawsuit.

A private ADEA lawsuit may be filed at any time 60 days after you filed your charge. There is no need to wait for the EEOC or the IOWA CIVIL RIGHTS COMMISSION to complete action before filing suit. However, please note that the right to sue will expire 90 days after you receive notice from the EEOC that we have completed action on the charge.

An EPA lawsuit may be brought immediately without for the EEOC or the IOWA CIVIL RIGHTS COMMISSION to complete action on the charge. EPA suits must be brought within two years (three years in cases of willful violations) of any alleged underpayment.

While your charge is pending, please notify the EEOC and the IOWA CIVIL RIGHTS COMMISSION of any change in your address, or where you can be reached if you have any prolonged absence from home. Your cooperation in this matter is essential.



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Milwaukee Area Office

310 West Wisconsin Avenue, Suite 500
Milwaukee, WI 53203-2292
Milwaukee Direct Dial: (414) 662-3680
TTY (414) 297-1115
Website: www.eeoc.gov

9/20/2022

EEOC# 26A-2022-00580
FEPA # CP# 04-22-78265

ALEXANDRA DISTANCE MARIE WILSON
4733 TORONTO STREET
APT 112
AMES, IA 50014

YOUR RIGHT TO A REVIEW BY THE EEOC

When you filed your Charge of Discrimination with a State or Local Fair Employment Practice Agency (FEPA), it was cross-filed with the EEOC due to a Work-Sharing Agreement, given both the agency you filed the charge with and the EEOC have jurisdiction over the allegation(s) included in your Charge.

- ✓ Now that the FEPA has completed the investigation of your charge, you have the right to request that the EEOC **REVIEW** the determination made by the FEPA. **NO ADDITIONAL INFORMATION** may be added to the record; a review is just that – a review of the information the FEPA had at the time it made the decision.

To secure a review, ***you must make the request in writing, within 15 days of the date of this letter.*** You may do this by sending a letter addressed to:

State and Local Program Manager
EEOC, Milwaukee Area Office
310 West Wisconsin Avenue, Suite 500 West
Milwaukee, WI 53203-2292

Please ensure that you include your name and your EEOC Charge number in the e-mail or letter.

If a review is not requested within 15 days of the date of this letter, EEOC will generally affirm the FEPA's action in your case. The postmark for the request is the date used to determine timeliness. You will then receive a Dismissal and Notice of Right to Sue which will allow you to go to court if you desire, either on your own or with an attorney of your choice.

INSTRUCTIONS FOR REQUESTING LETTER OF RIGHT-TO-SUE

You, (the Complainant) may request a letter of right-to-sue from the Commission if:

1. The complaint was filed with the Commission within three-hundred (300) days of the alleged incident;
2. Sixty (60) days have elapsed since the filing date;
3. Finding of "no probable cause" has **not** been issued
4. No conciliation agreement has been negotiated;
5. Notice of hearing has **not** been served upon Respondent
6. If case was administratively closed, two years have not elapsed.

If the above conditions are met, you have a right to file a lawsuit in state district court within ninety (90) days of the issue date of the letter of right-to-sue.

You will have to provide your own attorney or other representative in pursuing this matter. The Iowa Bar Association may be able to refer you to an attorney who practices in this type of law. The Bar Association can be located online at www.iabar.net.

When the Commission issues a right-to-sue letter, the Commission will take no further action, and it will administratively close your case. There is no opportunity for you to reopen your case after a right-to-sue is issued by the Commission.

All requests for letters of right-to-sue must be in writing, dated, and have the CP# and EEOC# (if applicable) on the request. If legal counsel represents you, please indicate the name and address on the bottom of your request so a copy of your right-to-sue may be forwarded.

Request should be mailed, faxed, or emailed to:

Iowa Civil Rights Commission
Grimes State Office building
400 E. 14th Street
Des Moines, Iowa 50319
FAX: (515) 242-5840
Email: icrc@iowa.gov

Oct. 2021 – after noticing Reliable Street's garden in disarray and in need of care, I asked Lockwood Cafe's owner, Sharon Stewart, if they would like help caring for it. I lived a block away and love to garden, and have experience with it. I did not know who owned the garden at this time. ~A week later Sharon approached me and asked if I would take over lead management of the garden; in exchange I would be given 50% discount on their products. She had the property owner's (Lyndsay Nissen) blessing in asking me this.

Folder A – documentation of "good times" from Oct. 2021 through March 31, 2022.

Includes:

- open mic flier I volunteered to make for Reliable Street's open mic; which Lyndsay approved and appreciated. After hanging up many around town, attendance more than quadrupled. Lyndsay thanked me on stage on more than one occasion, and requested I host some of the events when she was absent.
- tabs that were cut off to-go boxes wherein various Lockwood Cafe staff wrote heartfelt, decorative messages on my to-go orders;
- tickets for an LGBT+ Singles Mingle I helped spearhead with the blessing of Lockwood and Reliable St. owners and employees prior to when everything suddenly went south on March 31;
- a Friendsgiving event I was invited to; invitation given to me by Lockwood employee Willa Colville, who would eventually come to complain about me (unknown why), thereby leading the owners to remove me from the property.
- all text messages between myself and accusers Willa Colville, Lyndsay Nissen, and Charlie Esker. I believe these messages help expose that their statements about me were false and without merit.
- receipt from the prairie seeds that were ordered under my name, although the seeds were paid for by Reliable Street's CEO Lyndsay Nissen following a \$100 contribution from my boyfriend, Cody Fredericks, which I sent to her via Venmo on. This is relevant

because later, in response to Iowa Civil Rights Commission ("ICRC") – Folder D - Nissen states "Complainant wanted to raise money to buy the seed for the prairie but never did, instead she asked Nissen and others for donations for it." The \$100 contribution was from Cody and me, and paid for more than 50% of the cost. Lyndsay offered to pay the difference after I explained to her that was all I could afford.

Additionally, here is a link to a Discord server which I made to assist the high school students, myself, and other involved parties with organizing the garden and prairie tasks, and making our activities transparent for view and participation by - for instance - the owners:

<https://discord.gg/cv9gkY9XWh>

March 31 – I was removed from the project due to anonymous (to me) complaints against me "violating someone's personal space". No further explanation was given except for "bombarding people with text messages", although that does not appear valid if you look through my text messages. No details re: who complained nor what I may have done which caused someone(s) to feel this way. When I asked if there was something I ought do differently, I was told it was "too late" and that "more than one person" complained.

April 2022 – For days I racked my brain to try to think what I may have done and who might have made such complaint. After checking in with several friends/people I worked with from the space - including the high school club I was assisting in the garden who said it was definitely "not" from them - eventually I discovered one complaint came from Willa Colville, which does not make sense to me. Text messages from her (found inside the Letter and Complaint in Folder B, and I'll upload a page of additional texts between us later today which expose her complaint was without merit). I felt gaslighted.

Folder B – copy of letter I emailed to Reliable St. and Lockwood owners, and a black & white copy of **initial complaint to the ICRC** (color photos available upon request).

Folder C – Copy of my responses to the Questionnaire sent to me by ICRC; includes my responses. A questionnaire was also sent to adverse parties, however I have not seen their responses.

Folder D – cover letters from ICRC explaining they closed the case based on Preliminary Case Review, which is also in this folder. Within the case review, Lyndsay Nissen made several false, damaging statements regarding my actions, including:

- that I “became obsessed” and began “harassing and stalking” Willa Colville. This couldn’t be further from the truth. First, I don’t even know what Willa felt uncomfortable with, and as her text messages indicate (to be uploaded in Folder A, some currently located in Letter and Complaint in Folder A) this is not the case. I believe Willa’s texts to me clearly exonerate me from this extremely damaging lie. I believe that if Willa and others were deposed, it would become evident that Lyndsay appears to be trying to get back at me for filing the initial complaint: I believe that is her motive.

Nissen’s friend, **Charlie Esker**, also made false, damaging statements about me which are evidenced within the Preliminary Case Review, including that I:

- said racist comments.
- asked employees, other patrons, and even the high schoolers for money.

Folder E – copy of my appeal to ICRC. This was not as well written as my initial complaint (Folder B) nor my responses to the questionnaire (Folder C) because:

- there was a 30 day time limit to file the appeal, and I needed to put my DMACC homework and honors project first;

- I am stressed, exasperated, and emotionally exhausted as a result of the way these people have treated me, and responding to lie after lie by Nissen and Esker (Folder D) was very difficult. Just opening the file, I was only able to do a little bit on it at a time, and filed it last minute before it was due.

Folder F – two items are in this folder:

1. **notice from ICRC that they are closing the case** because my appeal was filed one day late.
2. To be uploaded 9/29: **ICRC re-opens the case**: email thread between me and ICRC both before and after the appeal was sent in, wherein they acknowledged that I did file it on time, and that they would “take another look”.

Folder G – three items:

- Notice from ICRC that my original complaint (Folder B) was dual-filed with the EEOC;
- Instructions telling me I have 15 days to file with the EEOC once ICRC has closed the case, and then they will review the ICRC’s findings *and* issue me a Letter of Right-to-Sue.
- Instructions from ICRC re: requesting a “Letter of Right to Sue”.

8/1/22, 9:50 AM

State of Iowa Mail - Re: Address change CP#04-22-78265



Iowa Civil Rights Commission, ICRC <icrc@iowa.gov>

Re: Address change CP#04-22-78265

1 message

Wild Willpower (Distance Everheart) <adraghastar@gmail.com>
To: "Iowa Civil Rights Commission, ICRC" <icrc@iowa.gov>

Mon, Aug 1, 2022 at 9:49 AM

Oh my! Sorry for the confusion!

It's probably under Alexandra Wilson (I go by Sondra for short).

Also you may have my college email address sdwilson8@dmacc.edu (or perhaps my old one ajwilson@dmacc.edu) educational.

Hope that straightens things out!

Thank you,
Sondra

On Mon, Aug 1, 2022, 9:30 AM Iowa Civil Rights Commission, ICRC <icrc@iowa.gov> wrote:

Thanks for the update! Who is the complainant on this case??? I do not show it as you Sondra Wilson??? And this email is not what we have on file???

Iowa Civil Rights Commission
400 E. 14th St. | Grimes State Office
Building | Des Moines, IA 50319
Phone: (515) 281-4121
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On Mon, Aug 1, 2022 at 9:10 AM Wild Willpower (Distance Everheart) <adraghastar@gmail.com> wrote:
Dear Iowa Civil-Rights Commission:

My new address is

Sondra Wilson
4733 Toronto St. Apt 112
Ames, IA 50014

I'm not sure if you've sent anything recently, but I haven't received anything on my end.

Thank you,
Sondra

