

1. How do you define “anti-racism”? Please try to use your own words and do not quote from a book or online resources. Additionally, how as an elected official would you apply anti-racism? How do you define “privilege”? How has privilege impacted decisions you have made as an elected official, or if you are running for the first time, as an engaged community member? Give specific examples in either your current policies as a seated official or in your candidate platform.

As an elected official, I view anti-racism through the lens of policy. Our history in Monroe County is replete with policies and practices that have set up barriers against people of color, including overt policies such as neighborhood restrictive covenants, redlining, only offering public goods to white constituents, and firebombing Black marketplaces. Anti-racism work seeks not only to address our discriminatory policies and practices but also to create new systems devoid of racial and ethnic prejudice.

On my website, <http://PeterIversen.org/issues>, I call for additional work in Monroe County Government to “create the Monroe County Anti-Racism Taskforce, charged with creating the Monroe County Anti-Racism Strategic Plan in 12 months from formation.” One key issue that the Anti-Racism Taskforce will help address is the racial disparities in the county jail, an issue that the NAACP has repeatedly highlighted, but that the Commissioners have failed to address. This failure of the Commissioners to take structural racism seriously means that department heads have had to take up the issue on their own. In particular, the Prosecutor continues to work with Professor Eric Grommon, and the Probation Department with the Board of Judges is actively working on issues of cultural competence and bias awareness. But in other departments, the vacuum of leadership means there is no sustained effort to understand or address the impact of racism in everyday work. This will change with my election.

Privilege means the benefits a person accrues, whether through birth or various positions. My privilege comes from being born to white families in a zip code that featured good homes, good schools, and parents with good jobs. My white father, despite a lack of education, had a good factory job with a Union wage and benefits. My white mother was college-educated and was a teacher. Our financial situation was so secure that my mother did not need to work. Throughout my secondary and post-secondary education, I received financial, educational, and mentoring resources that afforded me opportunities not readily available to others, including working on a US Senate campaign and studying abroad without significant debt. Furthermore, no one second-guessed me when I ran to become the Monroe County Democratic Party treasurer, vice chair, or interim executive director.

I understand that privilege can be used to promote anti-racist policies. In my time as a County Council member, I sought out easy fiscal investment in Black-owned non-profits such as using ARPA funds to increase the amount of food boxes provided by People’s Market. As Commissioner, I will continue to seek out these opportunities to support Black and brown communities. Indeed, my campaign to provide housing for all truly means all. Housing involves the intersectionality of race, ethnicity, gender, sexuality, economic status, climate crisis risk, and more. As commissioner, I intend to use my privilege to enact policies and plans that address intersectionality and create a better community for all.

At <http://PeterIversen.org> there are detailed plans that I intend to use my privilege to enact that encompass this intersectionality. My campaign exists for all of Monroe County, and I will continue to govern using the principles of collaborative public management, ensuring that there is room at the table for all.

2. How do you understand Diversity, Equity & Inclusion (DEI) measures and/or Affirmative Action? Be specific about your understanding of these concepts. Do you agree or disagree with their implementation in workplace environments (including political ones)? Given the conservative backlash against these initiatives do you believe these are crucial elements of the Democrat party and/or Liberal or Progressive ideals? Why or why not? Have you seen a benefit to these initiatives personally if so, when and where?

I believe that DEI measures are essential for our community and that they should be implemented in the workplace to ensure safe, just, and equitable environments for all. Diversity speaks to issues of representation. I believe it is important for all groups to be represented in our county government so that their voices and perspectives are heard and included. Unfortunately, in Monroe County, there are about 800 employees, and minorities are underrepresented. This has negative impacts on our diverse community groups as our county employees carry out essential jobs such as providing emergency services, public health, and assessing property values. Representation is important.

Inclusion gives people the power to make decisions and influence outcomes. By including people from diverse backgrounds in our county government system, we hear from a multiplicity of voices and make decisions reflective of the needs and realities of our community. I formed the Justice Fiscal Advisory Committee (JFAC), after the embarrassingly failed Community Justice Response Committee (CJRC), to facilitate informed financial decisions for our county's justice needs. In running this committee, I intentionally pursued inclusion. We reserved seats for those with a variety of lived experiences. We held meetings with these community members to talk about DEI and justice in Monroe County because these conversations weren't happening. These voices all played a role in crafting fiscal recommendations vital to our justice needs. As commissioner, I will continue to prioritize inclusion of diverse groups and viewpoints, because the work is not done.

Equity speaks to issues of resource allocation and ensuring that each unique community has what it needs to thrive. In the County Government, pursuing equity means understanding that decisions at the Commissioner level need not be words spoken at the beginning of a meeting but actions that move the needle on equity.

Equity concerns are something that I encounter regularly in my day job at the Lutheran School of Theology in Chicago, located in Hyde Park on Chicago's historic south side. As a part of this job. I travel the country to discuss initiatives with stakeholders. One of these initiatives is the Reparations Taskforce, which has robust conversations "to craft a multifaceted plan that addresses historical injustices, fosters healing, and lays the foundation for a more equitable and inclusive future." [For more information see <https://lstc.edu/reparations/>] When elected

Commissioner, you can be sure I can have the demanding, nuanced conversations with respect and empathy to make decisions that move us toward equity.

Lastly, I firmly believe in the principles of DEI and have included them on my website and campaign literature. I believe that my role as an elected official is to remove barriers to DEI conversations to include a wide variety of perspectives in our government decisions. Leaders must lead, and my leadership style is Visionary: I am progress-focused, and I look to the future. I know from my five years at the Indiana University School of Public Health, and in continuing conversations with leaders at Indiana University, that we can attract BIPOC staff and faculty to this community. It is not surprising that, currently we cannot retain these scholars and practitioners. We need a change. We need to remove barriers to business owners, non-profit leaders, and people wanting to raise their families in this safe community with good schools. We have a long way to go, but that starts with a leader who isn't ashamed to talk about DEI and conducts those conversations with dignity.

3. **Since the 2020 surge of support for the BLM movement there has been an extensive backlash/whitelash against the Movement. We see it clearly in the media and politics locally and nationally. Are you as a candidate or a current elected official a supporter of the BLM Movement and its messaging and goals? Do you know what those goals are? If so please articulate them in your own words. Give specific examples of how you support the BLM movement in your policy work or your candidate platform.**

The mission of BLM is to eradicate white supremacy and build local power to intervene in violence inflicted on Black communities by the state and vigilantes. I support this mission because I believe that we can work together to eradicate dangerous white supremacy and eliminate violence inflicted on Monroe County's Black communities.

As detailed below, the County has unique statutory duties to oversee the Jail. I detail my plans to work toward the elimination of racial discrepancies in the jail, so that violence inflicted through the carceral system is eliminated and "where Black lives are no longer systematically targeted for demise".

Similarly, I detail my plans as commissioner to continue the work of anti-racism that started but left unfinished. I will continue this work to affirm the lives of "Black queer and trans folks, disabled folks, undocumented folks, folks with records, women, and all Black lives along the gender spectrum". This work will affirm the humanity of Black folk.

4. **To the best of your knowledge, describe why people of color are disproportionately targeted and arrested by the criminal justice system. What ideas do you have to make the justice system more equitable and impartial? What concerns do you have about the militarization of our police force?**

In Monroe County, Black folk are disproportionately incarcerated. This is documented in a series of Monroe County NAACP reports. This breaks my heart, but what makes it worse is that the owners of that building, the County Commissioners, have no plan to address this injustice.

In a Justice Fiscal Advisory Committee meeting on DEI and Justice, NAACP representatives talked about their study quantifying racial disparity in the Monroe County Jail. The work done

by NAACP to analyze data for causal effects was inconclusive without more work, which is why at <http://PeterIversen.org/issues> I call for support from the County to ensure the continuity of this study, but not interfere with the independence of the organization. NAACP does not have the resources to maintain this crucial analysis, but we need to continue to understand the root causes and take action.

I fully support the collaborative and transparent work Prosecutor Erika Oliphant has been doing with Professor Eric Grommon and his team in partnership with the Monroe County branch of the NAACP. Through this work, “to take a closer look at decisions made in her own office as people make their way through the criminal justice system—and the potential impacts those decisions have on racial and ethnic disparities in Monroe County” (Source:

<https://blog.oneill.iupui.edu/2023/09/18/krauss-award-erika-oliphant/>)

To make the Monroe County justice system more equitable and impartial, county commissioners need a better working relationship with the Monroe County Board of Judges. This will lead to better outcomes and increased transparency, things that are not happening now. I am committed to working collaboratively across our system to make these vital improvements.

Lastly, the militarization of the Sheriff’s Department is not an option with Sheriff Ruben Martè. On the council, I have supported investments in body cameras, non-lethal instruments, and increased pay for staff, which promotes better retention of trained and trusted officers. I can pledge that as Commissioner, I will not purchase a Bearcat or other means of militarization.

5. What does Restorative Justice look like to you? Given the amazing response from our community against the new jail, what programs focused on Restorative Justice do you support or would you support as an elected official to lower the number of community members who are incarcerated? How would these ideas be implemented? Give as many details as you can.

Restorative justice looks like reducing the interactions with the justice system as outlined by SAMHSA’s Sequential Intercept Model (SIM), and this was the basis of my work as administrative chair of the JFAC. For each intercept, we developed fiscal recommendations for how to reduce the interaction with the justice system. For transparency and accountability purposes, I asked staff to publish these recommendations on the JFAC website at <https://www.co.monroe.in.us/council>.

In terms of the number of people incarcerated, there are multiple issues. First, when the weather turns cold the jail population increases, signifying a need for additional supportive housing. Second, about 20% of the people in jail at any time have a mental health diagnosis. The jail is not a mental health institution, and I have been working with state partners to bring about regional medical and mental health centers. We should not incarcerate our neighbors with a medical diagnosis. Third, we know so much more about substance use disorder and the importance of diversion and robust reentry programs, leading to the answer to the next question.

6. Describe a society in which there are no prisons or jails. How does that justice system differ from ours? What other aspects of culture would be different in a

**society without the carceral state? How would this change or eliminate policing?
Would you support this type of society?**

Historians documented that the prison system comes directly from slavery. Immediately after the emancipation of slaves, southern states instituted the program of convict leasing, enriching the privileged and keeping slavery in all but name. The modern-day for-profit prisons arose from this tragic history.

Modern-day county jails, in contrast, reacted to the 1981 deinstitutionalization of our mental health institutions. Since then, counties all over the nation incarcerated the mentally ill using meager local tax resources.

Now we work to meet people where they are. However, I believe that we still need a place where violent offenders who are likely to recommit their crimes will need to be held and rehabilitated, if possible. This is a complicated issue, and it is one that we will need to tackle together moving forward.

My vision for a jail of the future is one steeped in rehabilitation. It is one where treatment is done in the community by trained community groups, not in a carceral setting. The reentry process begins before the person spends their first night in jail, reducing recidivism. It is one where data is readily available to researchers and local interest groups. It is one where the jail is built to shrink or grow based on local circumstances. It is a place where county staff and inmates alike are safe and enjoying constitutional levels of care. The current commissioners have had 15 years to do something about this, but their stagnation is evident, and tragically those suffering are those behind bars.

In terms of policing, we are already seeing a change. First, county budgets can not keep up with the wage growth in the broader labor market. Merit deputies and correctional officers are leaving comparatively low-paying jobs for the private sector. Second, crisis services continue to emerge to provide alternatives to law enforcement. For example, Centerstone bolsters and replicates the Stride Center and Crisis Diversion Teams. The latter is now staffed and operating in two counties. Third, alternatives to 9-1-1 are gaining traction, as the 9-8-8 Crisis line is now live throughout the state. Fourth, attracting people to take on the difficult work of policing is increasingly complicated. Both the city and the county have open positions, as our culture has morphed from one that venerates law enforcement to one that now cherishes working remotely from home.

- 7. Given the American legacy of slavery, tyranny, and discrimination against Black people, Indigenous people, and other people of color; do you believe that White Supremacy exists within US society today? If so, please give as many examples as you think are necessary to elucidate that belief, and if NOT please tell us why. Name a specific issue/s in our community relating to White Supremacy and how you have or would respond to it.**

White supremacy exists today. One only needs to watch the April 03, 2024, City Council meeting to understand that White Supremacy is alive and full of cowardice.

White supremacy was evident at the Bloomington Farmers Market. I was there during the height of the protests against that Market for allowing racist vendors. I witnessed local militia groups set up a perimeter, making their threat of force known. I was scared, and I am still reluctant to return to that market.

It was not that long ago that the Trump presidency goaded White Supremacist groups to action. The deadly 2017 Unite the Right rally was a full display of White Supremacy's ugliness. I raise this issue because one of the organizers of that hateful rally lived just 60 miles from us.

Of course, White Supremacy is not always overt. White supremacy exists in more nuanced ways in this community. It exists in disparate treatment for tamale vendors. It exists in different standards for Black farmers. It exists in regulatory barriers put up to put in place anti-racist systems.

As Commissioner, I understand that I will have a long way to go to understand my role as a privileged, White, cisgender man. I am committed to this work so that I can be an ally in my work as a public servant, serving all of Monroe County. This is why I'm calling for more training and overt actions that show that our community is simply not as progressive as we think it is.

8. **Given that 44 million people are food-insecure in the US and given that the rate for Monroe County is 12.2% (over 17,000 residents), what plans or ideas do you have for food justice in our community? Do you support community based food programs that bring locally grown nutrient dense food to those in need? If so please detail those programs here.**

**Statistics from Feeding America Org 2021*

<https://www.feedingamerica.org/hunger-in-america/food-insecurity>

First, food justice begins with people. We need as many people helping to feed our neighbors as we can. We can not afford to declare winners or losers nor to declare turfs. We must work together.

Second, food justice involves regenerative agriculture. We cannot feed our neighbors if the land is sick. The work to restore the land, in some cases led by Black farmers, is hopeful. I foresee a time when community groups and the Soil and Water Conservation District in Monroe County teach practices to future generations.

Third, the County can support small farmers hurt by the pandemic and other external threats. As regional systems, such as meat processing facilities, came under pressure or closed, communities have had to band together creatively. But I foresee a time when the County can be a more active partner in this work.

9. **Bloomington/Monroe County finds itself in an affordable housing crisis. How will you ensure more affordable housing? Do you support density housing with priority given to people of color, people making under \$30,000 a year, families with dependents, and disabled people? What is your definition of "affordable" housing? Specifically, please discuss non-student housing.**

We are in a housing crisis; we do not have enough houses. The current commissioners voted three times against more housing in 2021. Now they have forced a County Development Ordinance, mandating single-family homes on one acre or larger lots. These decisions mean that Monroe County is not affordable. This causes folks to move out of the county, searching for a home they can afford. Low-income households experience the brunt of these policy choices. The diverse faculty recruited to teach at Indiana University are also leaving, partly because there are not enough homes.

I have a plan. Please find my 10-point Monroe County-specific plan at <http://PeterIversen.org/issues>. My vision for all of Monroe County foresees a future where we remove barriers to the full spectrum of housing, fitting the unique lifestyle needs of a diverse population. Building the housing we need, quantified by the Regional Opportunities Initiative (ROI), will help reduce home prices.

Remember that the current commissioners were so set on stagnation that they disbanded the county's Affordable Housing Commission. This housing crisis is not a fluke but the direct result of intentional policy choices by the current Commissioners.

To accomplish affordable housing, we will need additional funding from external sources. The cost of materials and the impact of inflation mean that building even a simple home is beyond the affordability of most people. But we can work collaboratively to find ways to build these homes, and it will take a team of people. That's the way I will work.

If you are a County Commissioner or County Council candidate there are extra questions below. If you are not one of these types of candidates you are done with the questionnaire.
County Commissioner & Counselor Questions:

- 10. Given the current city and specifically Mayoral approach of displacing and demolishing homeless encampments, what will you do to help with short term living solutions for our homeless/unhoused community members. Do you support public sleeping measures? What will the county do to add protections for these vulnerable community members? Be specific and give examples from your policies or campaign platform.**

First, sleeping in public is not a crime.

I serve on one of the boards at Beacon Inc., and I've talked extensively with the folks at New Leaf New Life. I understand that the reasons people are living in encampments vary widely and that their needs are diverse.

If an encampment is causing a safety or health concern, and people need to move out, there are preconditions. First, for someone to leave an encampment, that person needs a safe alternative. That must be a precondition. Second, for someone to leave an encampment, they need to retain possession of their belongings. Third, we must continue to work with community organizations who, in many cases, built relationships with the people in public sleeping.

As Commissioner, I will continue to advocate for a housing-first model as we build toward zero. As part of the team that wrote the Heading Home plan, I am thrilled to see their data dashboard up and running.

While sufficient housing is the main concern, shelters are another issue. Women, LGBTQ+ folk, and those with a Substance Use Disorder find shelters with high barriers onerous and not welcoming. It is not a tenable situation that the shelter with the most beds is the shelter with the highest barriers. We need to bolster alternatives that are people-focused. The challenges here are financing, volunteers, and a stable location. But we can not let these challenges obfuscate the community goal of moving everyone toward safe and secure housing.

11. Given the recent anti-LGBTQ bills across the country and in Indiana & given that BIPOC LGBT folks will be doubly impacted, how will you as a County official make sure LGBTQ Youth and in particular Trans and Non-Binary Youth have access to life saving gender care services in our community? How will you support our LGBTQ Elders? How will you address the intersectionality of Race and LGBTQ needs in our community? How will you protect LGBTQ children from hate crimes and discrimination in our county?

First, we must defend marriage equality, a cornerstone of this community. Whether residents work at IU, IU Health, a medical device company, or local government, the dignity and rights bestowed on all people are essential. Taking any step backward would be disastrous for practical reasons not limited to home ownership, taxes, inheritance, retirement, children, and adoption. I am against so-called chaplains in schools, and I attend church regularly. You need only search for “youth pastor arrested” to see that church workers are in the news regularly for child predation. As a father of a kindergartener and third grader, this chaplain policy scares the hell out of me. I don’t want anyone without professional training and adequate accountability anywhere close to kids. We need trained individuals as school counselors to meet the needs of youth who need guidance.

We also lack a gathering place for LGBTQ+ youth. While the County Commissioners are often the voice of the county, this language needs to be backed up by action, something lacking in the current status quo. When on the Board of Commissioners, I will work hard to change the County's culture from seeing others as adversaries to bringing them into the conversation. The county can adopt the idea put forward by Jonas Schrodtt and Susan Hingle to create a community gathering spot for LGBTIQ+ youth. Work to identify appropriate locations faltered, but with an ally as Commissioner, this work could move forward more meaningfully.

We need to restart the cultural competency training for most of the County’s 800+ staff beginning in 2019. At that time, measured attitudes toward the BIPOC LGBTQ+ population were disappointingly naive. We should continue measuring attitudes to provide the most appropriate training through the County’s HR department.

We also need to stand up for the Trans community which is under attack by SB480 in 2023. This assault is not just an ethical problem, it is a problem that will continue to drain Indiana of its population and it has sullied our brand such that it will make bringing jobs to this area even harder for decades to come. Furthermore, this unjust ban is forcing productive members of our

communities to leave. For the local government, this has a real impact on our ability to conduct the business of the county. This means that we have less revenue to provide public goods. It also means that County employers have a harder time finding people to fill open jobs. If your child could not receive the medical care they need, why would you move/keep your family here? When I sat on the Convention and Visitors Bureau Commission, we heard repeatedly that LGBTIQ+ conventions and associations asked for a bigger Center because they wanted to bring their business here. It is frustrating and shortsighted to have this welcome be politically compromised.

Lastly, historically marginalized populations need to be seen and heard in safe spaces. A change I will immediately make to the Board of Commissioners is that I will go to where the people are, not wait for them to come to me. My incurable extroversion will aid in this task.

12. Given the sweeping restriction of Reproductive Rights in Indiana and across the country how will you as a County Official help those seeking abortions, birth control and or protection from prosecution for seeking those services? How can we in Monroe county protect those rights for our residents? Be specific, address your platform, policies and any extra knowledge you possess about this issue.

Elly Cohen is a local leader in this space. She led Hoosier Jews for Choice in a pivotal court case. Her work with the ACLU just led to a victory in the Indiana Court of Appeals, removing the barrier for IU Health and other medical providers to restart abortion services for those with religious exemptions. Elly understands that actions speak louder than words, so she supports this campaign. We're proud to have her as a volunteer on the campaign's communications team. During the League of Women Voters forum in the spring of 2024, I spoke publicly about this topic. I noted that my daughters have fewer rights than my wife did at their age. I noted that it is not unfathomable that should they decide to use birth control, that might be a medical service only available if they cross state lines. This is a scary time for those who have uteruses, and I feel that fear also.

My role as County Commissioner will be to amplify and support those groups and individuals already doing this work to fight against regressive policies that put a state legislator before a person's doctor. These groups include Hoosier Jews for Choice, the ACLU, the Monroe County Health Department, State Representatives and Senators, and area providers. My plan for Monroe County is to think ten years into the future. We need to start the logistical conversation today about maintaining medical care for those in Monroe County. These conversations need to be cognizant of diversity and inclusion, and we need to understand the equity implications of our actions.

13. Given there is often a disconnect between City and County, how do you plan to work with the City of Bloomington elected officials to engage them in the work the County is doing on various social and economic issues? Especially issues related to the Black community given that the majority of long term Black residents of Bloomington live in the county. Additionally how will you support a Black Community center IF one is started? Please be specific citing examples from your policies and or platform.

First, I would establish a standing public meeting with the Mayor of Bloomington, someone with whom I have a very positive working relationship. The current commissioners have not worked

well with other local leaders, to the detriment of our community. There are many issues of shared interest that we could and should work on together. I hope that this will establish trust in a way that the public can see.

Second, it is essential to recognize that at the staff level, the city and the county work closely together regularly. I would bring back Monroe County Day to highlight the substantial work of the 800+ county employees and the collaboration between Bloomington, the town of Ellettsville, and the County. There are many great stories, and we should be telling them. This will also be a time to reflect and plan on the work we have yet to do.

Third, we know that elected officials can't expect the public to come to us, but we need to go to the public. Bloomington's Mayor has been doing listening tours and as commissioner, I would do the same. Furthermore, I would encourage joint listening sessions among city and county council members. There is a growing interest in city and county council members holding and reporting on these sessions.

BIPOC-owned businesses are a benefit to this community. Not only are these businesses an economic driver for wages and wealth, but we know that it also helps to diversify tourism—one of our top economic engines. Anecdotally, I am aware that there are not enough BIPOC-owned businesses and that such businesses have come under scrutiny that other businesses have not. An ally as a Commissioner can help identify and remove barriers and craft plans to sustainably grow business.

Lastly, in terms of a Black Community Center, I am not opposed to the idea. The Board of Commissioners would be marginally involved in the plan depending on the location and services offered. However, I know from my time at Indiana University that retaining BIPOC faculty and staff is difficult because of a lack of cultural resources in our community. I am fully supportive of policies that can help reverse this trend by building a culture of inclusiveness.

- 14. Currently there are multiple health department county licenses that farm, food and home-based vendors MUST get from the Health Department in order to operate in Monroe County. Specifically, at the multiple markets here. The licenses and permits put an extreme financial and systemic barrier up for BIPOC farmers and food vendors. Do you believe these permits are necessary, do you know what they are, do you agree that they are systemic barriers? How can we incorporate safety measures in the Health Dept while also cutting costs and barriers for BIPOC farmers & food vendors?**

I am aware of these issues, and there is a way forward: it must be together and future-oriented.

First, the tone of the current commissioners is adversarial. Tone matters because it sets the stage for interactions at the staff level. We need to change the tone from putting on our boxing gloves to hosting a seat at the table for all. My campaign slogan is "For All of Monroe County", and I chose this intentionally because I believe all means all.

Second, we need to convey the understanding that while change is hard, it is the only constant in public life. Our food-production models are changing, and we need to make way for these while at the same time ensuring public health. These are not mutually exclusive objectives.

Third, the best way for us to defeat the White Supremacy narrative is by showcasing how well various partners are working together for the common good.

Fees are undeniably an issue for small farmers and food vendors. The placement of this question is wise because for a business to succeed it needs the support of multiple stakeholders. This is particularly true of sectors with tight profit margins.

The first thing to do about regulation where an issue exists is to work together on the underlying code. The second thing to do in this space is to continue to work together to find funding for a community commercial kitchen. One World Commissary has a successful model, but there are others too. The goal here is to provide a climate where people feel the support to take a risk and open their businesses. As long as we are people-oriented, I am confident that we can continue to work together.

Lastly, this campaign is not just talk but action. To spread our message of For All of Monroe County, we have already contacted over 7,232 Monroe County residents by phone, canvassing, and/or mail since January 01. Thanks to the generous support of area donors (our average gift is just \$60) we will bolster our phone banking and field operations with additional text and mailer campaigns. Our discipline on policy messaging has garnered multiple local articles highlighting key issues, ignored for years. For ways to get involved—and there is work for you to do!—please visit <http://PeterIversen.org/contact>