

Dear Friend,

In light of all that has been transpiring in this incredible country of ours around racism, implicit bias, and fear of the unknown I cannot stand by silently while my literal and figurative brothers and sisters of color are being unjustly treated, discriminated against and even murdered intentionally or unintentionally (due to implicit biases). I deeply believe that no one person has the solution to these complex problems. The important thing we can and must do is to have the courage to start and partake in the conversation; no matter how difficult or awkward. We are bound to make mistakes and possibly even offend, but when we explain our intent and take responsibility for our impact, we develop a greater understanding of the social, economic, historical, psychological and structural impacts that oppression causes, and to which we can unintentionally contribute.

As some of you know, I come from a multiracial family. It is through this lens that I view the world. At times it is liberating and at other times it is heartbreaking. It is for this reason that I continually strive for a deeper understanding around multiculturalism in my work, community and the world. Last year, I found "my voice" and courage at the Marion Institute's 10th Connecting for Change Conference, to open up the conversation by sharing my personal feelings around the strength of diversity and how it has impacted my incredible family. If you are interested, check out this short [video](#).

At RTB, all of my teammates and I share our love of diversity; it is in the fabric of our being. We believe that diversity is the key to nature's success. We value difference and recognize the strength that difference brings to a team and the world. Diversity to us is strength, resiliency, and a critical component of our mission. There are so many depictions of diversity on RTB with our crops, animals, how we invest in the community, what we purchase, how we live and who works and interacts with us. We have these conversations on a daily basis, as the work of undoing systems of oppression is constant.

We invite you to be part of our fabric of diversity in thought, who you love, the religion you believe in, the color of skin that you identify with, and the wisdom and experiences you bring to this world. Join us at our next [Open Farm Day](#) on July 18<sup>th</sup> from noon to 6:00pm. We will be gathering at the barn. There will be farm products for sale, conversations to be had, a composting workshop, tours and much more.

In service and solidarity,



Desa VanLaarhoven  
Director  
Round the Bend Farm