

# BC3's upcoming Lunch & Learns to focus on diversity, equity, inclusion

April 20, 2021

(Butler, PA) Butler County Community College faculty members Tricia Pritchard and Ivory Dunlap will discuss diversity, equity and inclusion in the workplace during the college's upcoming Lunch & Learn Series presentations in downtown Butler.

Pritchard will speak about the benefits of diverse and inclusive workplaces May 12 and Dunlap, about recognizing and addressing unconscious bias June 9.



The catered professional skills workshops will be held from 11:30 a.m. to 1:30 p.m. in the Holly Pointe Building, 220 S. Main St.

Tricia Pritchard, left, and Ivory Dunlap, faculty members at Butler County Community College, will discuss diversity, equity and inclusion in the workplace during Lunch & Learn Series presentations in May and June in downtown Butler. The Lunch & Learns are held through BC3's Workforce Development division and in partnership with the Butler County Chamber of Commerce.

Natili North will provide lunch May 12 and Upper Crust, June 9.

The college's Workforce Development division launched its Lunch & Learn Series in October 2018. The professional skills workshops represent the implementation of an objective in the college's 2017-2022 strategic plan in that they are intended to build relationships to advance economic development and quality of life in the community.

**"This is another way that we can respond"**

"When workers are feeling comfortable, that they are included, that their diversity is part of an organization, their mind can then be focused on their work and the things they need to produce versus having that as a concern," said Kelly McKissick, coordinator of professional education and certificate programs in BC3's Workforce Development division.

The Lunch & Learns in downtown Butler also represent the first open programming in the city by BC3's Workforce Development division, and are held in partnership with the Butler County Chamber of Commerce.

"The way society is right now, there are so many things going on," McKissick said. "It's driving us to these topics. ... This is another way that we can respond, by going out and providing workshops with information that affects the community as a whole."

McKissick is a member of the college's 6-month-old Diversity, Equity and Inclusion Council. She was also among BC3 administrators and faculty who last fall attended a virtual national conference that addressed diversity, equity and inclusion, which followed BC3 President Dr. Nick Neupauer's summer 2020 presidential call to action further dialogue on the topics.

Pritchard will speak about the value of diversity and how to create a more inclusive workplace to improve the overall success of an organization.

"Communities and workplaces," Pritchard said, "are becoming more and more diverse. Embracing diversity is a positive thing for the workplace. There's so much value to having a diverse workplace. It makes you think outside of your own worldview. It increases the number of ideas that come to the table.

"People have different experiences and different experiences offer different ideas. I think it promotes and encourages more creative thinking."

## "If you have self-doubt, your productivity is going to diminish"

Dunlap is also a member of BC3's Diversity, Equity and Inclusion Council. She was a featured speaker at the virtual national conference last fall that addressed diversity, equity and inclusion.

She will define diversity, equity and inclusion and identify ways in which unconscious bias and microaggressions affect under-represented populations and the ability to create safe and respectful work and personal spaces.

"If an individual is constantly experiencing bias or microaggressions, that individual may not feel they have the support necessary to, in some cases, speak up, or to feel their opinions or the work they are doing is worthy," Dunlap said. "They may actually feel as if there is no point speaking up because no one is going to listen. ..."

"If you have self-doubt, your productivity is going to diminish."

Registration is required for BC3's Lunch & Learn workshops, which cost \$25 per person.

Those interested in registering can visit [bc3.edu/lunch-learn](http://bc3.edu/lunch-learn) or call 724-287-8711, Ext. 8476, for corporate billing.