



Belonging and Excellence for All (BE4ALL) is a joint effort by SMART, SMACNA, and the ITI to create an industry-wide culture where everyone is welcome and belongs, including those from historically underrepresented groups, and where we all strive for the highest standards of performance and professionalism, resulting in a thriving unionized sheet metal industry that affirms the dignity and worth of us all. These Toolbox Talks are in support of this mission.

BE4ALL Toolbox Talk

BE4ALL Overview, Structure, and Resources

What is Belonging and Excellence for All (BE4ALL)?

A joint effort between SMACNA, SMART and the ITI. BE4ALL seeks to positively impact the unionized sheet metal industry's work culture so that we can attract and retain the best, most skilled sheet metal workers and affirm the dignity of every person who walks through our doors.

What BE4ALL is not:

BE4ALL is not a Diversity, Equity and Inclusion (DEI) initiative. It is simply an initiative that ensures we are an industry that embodies professionalism – not only in our technical skills, but in the respectful work environments we create that are free from harassment, discrimination, bullying, and hazing. BE4ALL also ensures that we are an industry where our members and contractors can do the best possible work efficiently and effectively. These are all critical ingredients to creating a thriving culture and industry.

What BE4ALL resources exist?

Through biannual meetings and the hard work of our subcommittees, BE4ALL has developed many resources to help the unionized sheet metal industry recruit and retain the best, most qualified workforce available. Some of the available resources include:

- **Toolbox Talks:** On a bimonthly basis, BE4ALL publishes Toolbox Talks. They focus on topics important to our industry that are in support of BE4ALL's mission to create an industry-wide culture where everyone is welcome and belongs.
- **Rapid Response Protocol (RRP):** Provides industry leaders with guidance on how to respond to incidents of bias. It also includes tips on how to prevent incidents of bias and how to best position their organization in the event an incident does occur.
- **Calendar:** A tool for members, employees and colleagues to learn more about the different cultures and faiths that make up our ever-evolving industry. Each month highlights several important holidays/observances that you or your peers may take part in.
- **Learning Journeys:** Virtual "Learning Journeys" are hosted to provide SMACNA and SMART members with information and perspective on a variety of topics, including mental health awareness, workers' rights, Black History Month, LGBTQ+ Pride Month, Juneteenth and much more. These include events of historical and cultural importance to members of our industry.
- **Community Outreach and Engagement (CORE):** Working to develop a comprehensive map/list of nonprofit organizations that do workforce development work and/or provide supportive services (i.e., childcare, transportation) that can assist with the workforce participation.
- **BE4ALL Website:** Please visit BEFORALL.org for additional information and resources.



BE4ALL strengthens our workforce and benefits our communities.

It makes the unionized sheet metal industry stronger and more competitive by reflecting the communities where we operate and the people we serve. BE4ALL helps our contractors and our members meet the real-world demand for the best and most qualified workforce available and reinforces union solidarity.

Staff Conversation & Notes:

How has BE4ALL helped you in the sheet metal trade?

Have you used any BE4ALL resources before? Which ones, and how did you put them to use?

FUN

FACT

BE4ALL will celebrate its 5th anniversary this year since launching in December 2021!



Use the link below or scan the QR code to fill out a survey to win a BE4ALL Tool Pouch!

<https://forms.office.com/r/aCFXmxuL3a>





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BE4ALL Toolbox Talk Participation Sheet

Employer: _____

Location: _____

Presenter: _____

Date Presented: _____

Participant	Initials

Participant	Initials



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