



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.



## BE4ALL Launches I GOT YOUR BACK Challenge

Make a new connection with  
a co-worker so they feel included



Post to social media about your interaction, tell us something new you learned about them, include a photo and use the hashtag **#BE4ALL23** to be entered to win a **\$100 GIFT CARD** and a **GOLDEN HARDHAT**

Suggestions:

Have lunch together | Be a mentor | Engage in conversation

# #BE4ALL23



International Training Institute  
For the Sheet Metal and Air Conditioning Industry

