



*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 support this mission.*

**M**ost individuals have been fortunate to have at least one person in their career who has stood up for them, provided formal or informal mentorship, or has been there in times of crisis or need. BE4ALL is endorsing SMART's I Got Your Back Campaign as a way to promote this philosophy and also to recognize those who have stepped up and stood up for what's right and to reinforce a culture of paying it forward.

**I**n an industry that relies heavily on teamwork, it is important to have each other's backs. Helping out when you notice someone struggling, or speaking up when you notice unfair treatment, can not only make the difference in someone's career but can also go a long way in boosting job site morale.

**W**orking in a setting where everyone feels valued and respected allows people to feel appreciated and empowered, and comfortable asking questions or asking for help when they need it. Positive working relationships have been linked to better productivity and fewer

injuries. The goal is to have team members spend less time watching their own backs and more time focusing on watching the backs of each other. Focusing being a good coworker.

**A** positive work environment has been shown to alleviate stress not only on the jobsite but in other areas of life as well. **We must support each other!**



**L**et's strive so that every individual will have had at least one person in their career who has stood up for them, provided formal or informal mentorship, or has been there in times of crisis or need.



Sheet Metal and Air Conditioning  
Contractors' National Association, Inc.



International Association of Sheet Metal,  
Air, Rail and Transportation Workers



International Training Institute®  
For the Sheet Metal and Air Conditioning Industry

***Having someone's back can be small but can have a great impact.***

Some examples include:

- Take the time to ensure new coworkers understand their role and how you can work together to get things done
- Have fun but not at the expense of others' safety or well being
- Include others in on your breaks and lunches. Invite someone who is new or different than your usual crowd
- Step up if someone is displaying abusive behavior

- Stand up for positive communication when there is tension between co-workers
- Check in on your teammates and their well being
- Rather than gossip, address concerns in a direct and respectful manner

**At the end of the day having each other's backs is the core of a strong workplace. If there are any issues, please report them to your supervisor or human resources.**

---

**Conversation and Notes: *Let's hear from you!***

**(1) What are some ways that someone has had your back?**

---

---

---

---

---

**(2) How can you pay it forward?**

---

---

---

---

---

---

**(3) What are some ideas of how we can promote "Being a Good Crewmate" in this office?**

---

---

---

---

BE4ALL Toolbox Talk - On Being a Good Crewmate - Survey Questions

