



SMACNA and SMART Diversity, Equity, and Inclusion Statement

In recognition that working together on diversity, equity, and inclusion within our industry would be the most effective way to effect real and lasting change, SMART and SMACNA have engaged in ongoing discussions about recruiting and retaining a diverse and inclusive workforce with the skills to meet our needs now and in the future.

In an initial step affirming our joint objectives, the SMACNA Board of Directors and the SMART General Executive Council adopted the following statement at their respective January 2021 meetings:

SMACNA and SMART recognize that diversity strengthens our workforce, benefits our communities, and makes the unionized sheet metal industry stronger and more competitive by reflecting the communities where we operate and the people we serve. To affirm our commitment to diversity and inclusion, we have agreed to develop, with the help of experts, a coordinated strategic plan with long-term and short-term objectives which will be evaluated and adjusted as necessary. Our unified goal is to shift the mindset of management, labor leaders, and our respective memberships to recruit, welcome, and retain the most competent and skilled workforce available while embracing differences in age, ability, ethnicity, sex, gender identity, national origin, language, marital status, political affiliation, race, religion, sexual orientation, and other characteristics that make individuals unique. SMACNA and SMART are strongly committed to take the necessary steps to achieve our goal of a diverse industry with no tolerance of bullying, harassment, or discrimination. We will provide regular updates on our progress on the strategic plan and on our continued work to promote our shared values of diversity, inclusion, and equity.

SMACNA and SMART are now in the process of developing a strategic plan to help us reach our goals and build the foundation of an industry dedicated to equity and inclusion.