

PARTNERS IN PROGRESS

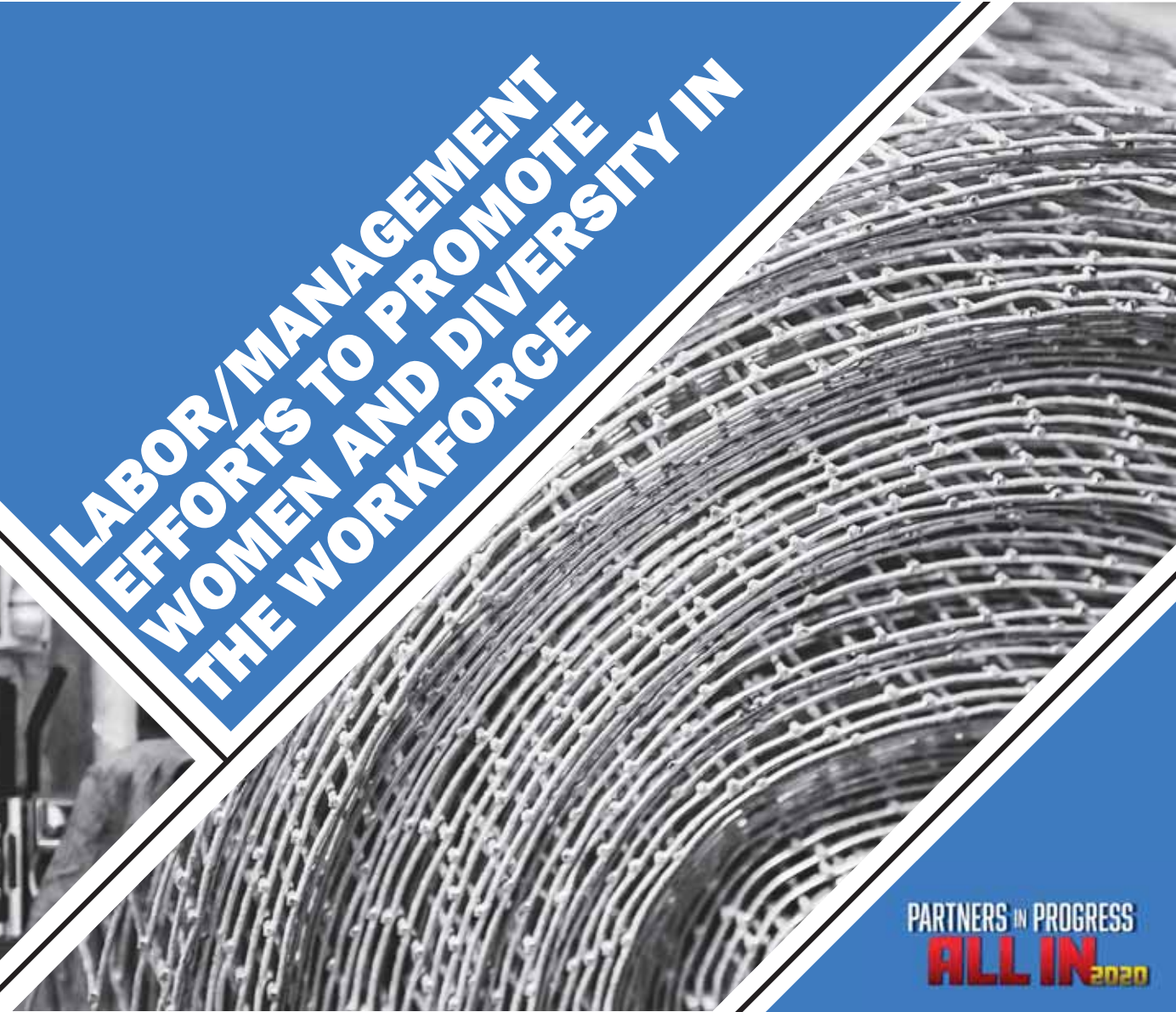
ALL IN 2020

SHEET METAL | AIR | RAIL | TRANSPORTATION
SMART





**LABOR/MANAGEMENT
EFFORTS TO PROMOTE
WOMEN AND DIVERSITY IN
THE WORKFORCE**



**PARTNERS IN PROGRESS
ALL IN 2020**

PANELISTS

- VANESSA CARMAN, SMART LOCAL UNION 66
- MECHELLE MCNEW, SMART LOCAL UNION 464
- ANGELA SIMON, SMACNA PRESIDENT, PRINCIPLE WESTERN ALLIED
- LEAH RAMBO, SMART LOCAL 28 TRAINING CENTER
- JULIE MULLER, ESQ., SMACNA – WESTERN WASHINGTON, INC. (*FACILITATOR*)

DIVERSITY IN THE WORKFORCE

ANGELA SIMON & MECHELLE MCNEW



- BEST PRACTICES
- RETENTION OF A DIVERSE WORKFORCE
- COLLABORATIVE EFFORTS
- DIVERSITY AWARENESS AND INCLUSION
- EQUITABLE OPPORTUNITIES

PARTNERS IN PROGRESS
ALL IN 2020

SMART POLICY UPDATES

MEHELLE MCNEW



- CONVENTION HIGHLIGHTS
- CONSTITUTIONS / CHANGES
- RESOLUTIONS
- INITIATIVES

PARTNERS IN PROGRESS
ALL IN 2020

SMACNA POLICY UPDATES

ANGELA SIMON



- DIVERSITY IN LEADERSHIP
- SMACNA NATIONAL WOMEN'S COMMITTEE
- LOCAL CHAPTER COMMITTEES
- WIC WEEK INITIATIVES

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ALL IN 2020

DIVERSITY, AWARENESS AND INCLUSION INITIATIVES

ANGELA SIMON, VANESSA CARMEN, JULIE MULLER



- CONTRACTOR TRAININGS
- UNION TRAININGS
- JOINT TRAININGS
- OUTREACH EFFORTS

EQUITABLE TRAINING AND WORK OPPORTUNITIES

LEAH RAMBO, ANGELA SIMON



- JATC PROGRAMS
- CONTRACTOR INITIATIVES
- PRE-APPRENTICESHIP
- COMMUNITY PROGRAMS / OUTREACH

PARTNERS IN PROGRESS
ALL IN 2020

PANEL Q & A

DIVERSITY IN THE WORKFORCE BEST PRACTICES



AWARENESS

OPPORTUNITIES

INCLUSION

RETENTION

COLLABORATION

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