# Building Cultural Competency

**SMVF Employees** 

A Construction Suicide Prevention Partnership Toolbox Talk

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# Service Members Veterans and Their Families (SMVF) working in construction are vital team members.

Here are five ways to build a strong connection with their community.

### 1. Ask The Question

## Inquire at the point of hiring and in employee surveys:

Have you or a family member ever served in the military?

### 3. Shine The Spotlight

Share stories about SMVF team members' service stories across your organization.

### 2. Spread The Word

Use your communication channels to encourage SMVF members to Identify themselves.



#### 4. Recruit

Participate in hiring initiatives to increase the number of SMVF members working at your organization.



#### **5. Educate and Train**

Provide education and training across all levels of your organization about SMVF culture to assure those who have or are still serving and their families feel supported in the workplace.



CONSTRUCTION SUICIDE PREVENTION PARTNERSHIP

The CSPP is committed to providing free services, advocacy, and resources that improve the lives of construction professionals. We work across the industry to build solutions and healthier job sites. Get Resources and Learn More

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