

City of Milwaukee

EMPLOYEE RESOURCE GROUPS

★ MONTHLY UPDATE



JULY 2026

JOIN ONE OF THE EMPLOYEE RESOURCE GROUPS!

An Employee Resource Group (ERG) is an employee group formally recognized by the City that shares a common background, focus area, and set of interests or goals that foster an environment of inclusion.

Any City of Milwaukee employee can be a member of an ERG.



Start your own ERG!

Want to start an ERG of your own?

We encourage City employees to consider creating other ERGs.

Example: Muslim, Interfaith, etc.

Interested? Check out the **ERG Policy & Application**.

Contact the HR Compliance Officer with any questions at 414-286-6210.



Visit milwaukee.gov/ERG for more information.



AVANZANDO ERG

 milwaukee.gov/AVANZANDO

Contact: Jessica Sanchez | .jessan@milwaukee.gov

GET TO KNOW US!

Avanzando promotes the advancement of the Hispanic/Latinx community working at the City of Milwaukee by providing personal and professional development opportunities that attract, engage, and retain employees.

Avanzando aims to foster awareness, understanding, and inclusion of Hispanic/Latinx heritage within City services. Learn more at: www.milwaukee.gov/Avanzando

- Sign up to be a [member](#)!
- Avanzando is looking for the following:
 - Recruitment Chair
 - Committee Members

Upcoming Events:

- Beat the Heat with Avanzando! On **July 28**, grab your colleagues and join us for our **Ice Cream Social**! See you on **Market Street at 12PM**! Don't miss the 50/50 Raffle and Member Survey Gift Card Giveaway!
- Avanzando Members interested in being part of a committee can join **the committee member interest virtual meeting** in August! Keep an eye out for the date!
- **National Hispanic Heritage Month** runs from Tuesday, September 15, through Thursday, October 15, 2026, and we are already in planning mode! We will share details at a later time!



City of Milwaukee
Department of Employee Relations
Avanzando
Employee Resource Group

ICE CREAM SOCIAL

You are invited to beat the heat and
have some fun with our Avanzando ERG!

SAVE THE DATE!

JULY 28, 2026
12:00 P.M. TO 1:00 P.M.
On Market Street





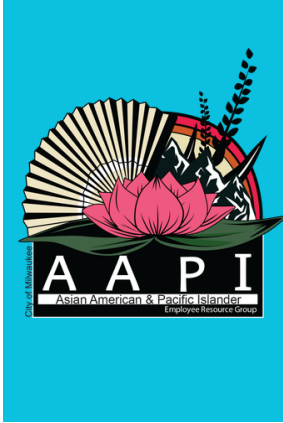
BLACK AFRICAN AMERICAN ERG

 milwaukee.gov/BAA

Our mission is to ensure that the City of Milwaukee cultivates an atmosphere in which BAA employees are valued, respected, supported, and encouraged to better serve the BAA Milwaukee population as seen through an increase in BAA employee recruitment, retention, and engagement in City of Milwaukee initiatives.

- Learn more [about us](#) and join us on [Teams](#).
 - [Sign up](#) to receive communications from BAA ERG.
 - Contact us: BAAERG@milwaukee.gov
-

Keep an eye out for upcoming events!



ASIAN AMERICAN AND PACIFIC ISLANDER ERG

The AAPI ERG's mission is to promote diversity, equity, inclusion, and value for its members and the broader community by fostering community, mentorship, collaboration, advocacy, celebration of AAPI heritage, and resources to personal and professional career development and advancement opportunities.

Membership:

Interested? Please fill out our form: [AAPI Membership Interest Form](#).

Or feel free to email us at AAPIERG@milwaukee.gov.  milwaukee.gov/AAPI

Looking to take a more active role? We are also seeking members interested in serving on the AAPI ERG Board. Board service is a great opportunity to help lead initiatives, plan events, and support the growth of our ERG community. If interested, please contact us via email.

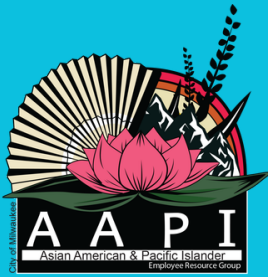
What's The Latest?

Keep an eye out for upcoming events!

Looking for an Opportunity to Serve Your Community?

The Election Commission is currently seeking bilingual poll workers to help support voters during upcoming elections, with a particular need for Hmong-speaking poll workers. Bilingual poll workers play an important role in ensuring that all voters can access the information and assistance they need at the polls.

If you are fluent in **Hmong or another language** and are interested in serving your community, we encourage you to consider this rewarding opportunity. Please see the attached flyer for additional details, eligibility requirements, and information on how to apply. If you have any questions or would like to learn more about becoming a bilingual poll worker, please contact Nu Yang Jackson at nudyang@milwaukee.gov or electionworker@milwaukee.gov.



ASIAN AMERICAN AND PACIFIC ISLANDER ERG

Make a Difference in Your Community

BE A POLL WORKER



Qualifications:

- Be a U.S. Citizen
- Be 18 years old (except qualified high school students)
- Live in Milwaukee County
- Never have been convicted of a felony

Benefits:

- Serve your community
- \$220 stipend for a full-day shift or \$117 for a half-day shift
- Additional \$45 for attending training and \$15 for being bilingual (Spanish/Hmong) at specific voting sites



Help ensure every eligible voter is able to exercise their right to vote.
Apply online at MILWAUKEE.GOV/POLLWORKERS or scan the QR code.

If you have any questions, contact the Milwaukee Election Commission
at 414-286-3491 or email electionworker@milwaukee.gov.



CAREER DEVELOPMENT ERG

 milwaukee.gov/CDERG

CDERG strives to provide opportunities for increased connection and collaboration of career-minded public servants across departments to provide greater access to professional development, networking, and mentorship opportunities.

Become a Member!

Interested in joining the Career Development Employee Resource Group? New CDERG members may sign up for meeting notifications and links [here](#).

Our board members include Tristan Goetz (Co-Chair), Stacy Sommerville (Co-Chair), Lanesha Baldwin-Rojas (Secretary), and Tim Lundburg (Treasurer).

Event Planning Survey

Please complete a short survey to help us plan motivating and engaging events in 2026. Link to survey: <https://forms.gle/BsLfxiW73VTC3jsWA>

Thank you to everyone who came out to our CDERG Summer Social!

We had a great time connecting, sharing laughs, and getting to know one another outside of work. We look forward to seeing you at our upcoming Lunch & Learns and future CDERG events!





COMMUNITY SERVICE ERG

Helping our community, the City of Milwaukee, and our commitment to serve by volunteering our time to local organizations. The group will help further the City of Milwaukee brand, while acting as volunteer ambassadors and promoting civil service.

WANT TO BE A LEADER?

- Find local volunteer opportunities on the [United Way Volunteer website](#).
- [Check out photos from our recent events here!](#)
- Click [here](#) to join our monthly planning meeting.
- Please complete this [interest form](#) to receive updates on CS events/activities .

We are always looking to grow our support to include City of Milwaukee events! If you have a work-related event or opportunity that would benefit from volunteer support, please contact [Susan Picione](#), [Paul Keltner](#), or [Likisha Hairston](#) to discuss further. **Let's all join in together to help others in our Community!**

UPDATES:

- Thank you to everyone who joined us for the **Chill on the Hill ERG Meet & Greet** on Tuesday, July 21st! We also loved hearing all about **Kinship Community Food Center!**

Did you know?

*City employees are eligible to receive up to 32 hours per year of paid time off to participate in mentorship programs through [Mentor Greater Milwaukee](#). Find policy information as well as request/verification forms [here](#) (#31).

And, as a City of Milwaukee employee, you can use up to 8 hours of paid time for volunteer activities? Find policy information as well as request/verification forms [here](#) (#65).



THE DATA & INSIGHTS GROUP (DIG) ERG

The Data & Insights Group (DIG) connects colleagues to stay informed about evolving data analytics and research practices by fostering knowledge sharing, networking, and research support. DIG aims to improve understanding of data, artificial intelligence, and research, share current research methods, and build connections within and beyond the city.

Join the Group - No membership application required!

Join now by emailing TheDIG@milwaukee.gov with Subject: **Join**.

We will add you to MS Teams, giving you access to the community channels and resources.



Community Platform: Our community will live and breathe on **MS Teams**, with ongoing updates, member interaction, and weekly resources posted.

2026 Rolling Survey

Your input is valuable! Please take a moment to complete a brief survey to help us plan meaningful and engaging programming for 2026.

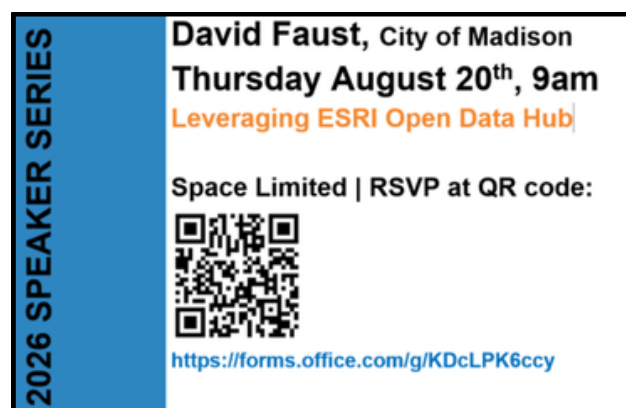
<https://forms.office.com/g/SMMqgkAYta>

Upcoming Events:



Thursday, August 20th David Faust | Leveraging ESRI Open Data Hub

- **Register:** <https://forms.office.com/g/KDcLPK6ccy>



Launch Team: Luis Martinez, Chuck Irby, Dana Messerschmitt.

If you're interested in joining or have questions, contact us at: TheDig@milwaukee.gov



THE HIVE ERG

 milwaukee.gov/TheHive

The Hive seeks to make the City of Milwaukee a safe and thriving workplace and city for LGBTQ+ employees, families, and allies, through recruitment, retention, and support of the LGBTQ+ community in city employment and services.

BECOME A MEMBER

- Sign up to become a member & receive updates on what The Hive is up to!
- Contact us at TheHiveMKE@milwaukee.gov. Join our mailing list to stay in the know!
- Love the LGBTQ+ community? Love making things happen? Want to stretch your leadership wings? The Hive is looking for folks to join the Board!
 - Co-Chairs
 - Secretary
 - Events Chair

Volunteer with The Hive:

Want to help out but can't commit to a board role?

We always need volunteers to help with events and initiatives! Whether your special skill is writing policy, talking to strangers, or schlepping boxes, we can use it!

Have you heard the latest buzz?!

There's a new breakout group in The Hive! It's called The Hive: TNB, short for The Hive: Transgender and Non-Binary. We seek to create and provide a means of support for gender-diverse employees and their friends and family.

We:

- Strive to offer emotional support through shared experiences.
- Maintain a knowledge resource and repository with our Get and Give program.
- Share your journey and learn from others
- Identify safe navigation through aspects of a gender diverse existence.
- Promote allyship for all gender queer individuals, friends, and families

Have a voice! Share your journey! Help others!

Email TheHiveMKE@milwaukee.gov with the subject line **TNB**.



MILITARY SERVICES & ALLIES ERG

We focus on supporting the City of Milwaukee's military veteran employees by fostering connection, advocacy, and community.

Our goal is to create a network where veterans and their allies can find camaraderie, share resources, and address issues unique to military service. Through our efforts, we hope to support and empower veterans in the workplace.

JOIN US!

Would you like to know be part of our ERG? Feel free to reach out to Dave Mann at damann@milwaukee.gov.

Scheduled Meetings:

- **Date:**
 - Wednesday, July 29
- **Time:**
 - 1:00 p.m.
- **Location:**
 - RCW's Cafe, Below ZMB & City Hall

We warmly invite you to join us for a time of community and fellowship!

For more information, please feel free to reach out to our lead contact, David Mann at damann@milwaukee.gov.



WANT TO BE A MENTOR?

MENTOR Greater Milwaukee

Providing access to quality mentors to Milwaukee's youth by strengthening the organizational capacity and caliber of mentoring organizations.

In 2016, the City of Milwaukee, along with Milwaukee Public Schools (MPS), funded a study to explore the development of a Mentor Affiliate in Milwaukee. They enlisted the Public Policy Forum (PPF) to conduct research titled "Mentoring in Milwaukee: Developing a Regional Mentoring Network."

The study involved more than 13 additional mentoring organizations in a strategic planning process. The findings indicated a significant unmet demand for quality mentors in the community. As a result, several organizations, including Milwaukee Public Schools, the Milwaukee Bucks, and the City of Milwaukee, agreed to partner in addressing this need.

One of the main objectives of Mentor Greater Milwaukee (MGM) is to enhance the capacity of agencies that currently provide mentoring services. Additionally, MGM aims to foster collaboration among these services by establishing an administrative component that will coordinate recruitment and training efforts.

Click the button below to learn more!

LEARN MORE >>

If you would like to be a mentor, click [here](#) to learn how the program works!