City of Milwaukee

EMPLOYEE RESOURCE GROUPS

MONTHLY UPDATE



NOVEMBER 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

City of Milwaukee
Department of Employee Relations
Avanzando
Employee Resource Group

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

Stay tuned for upcoming events!

BLACK AFRICAN AMERICAN ERG

🌐 **milwaukee.gov/BAA**

City of Milwaukee
Department of Employee Relations
Black/African American
Employee Resource Group

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

GENERAL MEMBERS MEETING
JOIN US!

Who: All BAAERG members and allies interested in coming together for sharing updates, learning, and community building.

Why: A dedicated space for Black/African American City of Milwaukee employees to fellowship, learn together, and connect deeply—cultivating a stronger and more unified community for years to come.

When: Every 4th Wednesday, 10:00 AM - 11:00 AM

Where: Virtual meeting on Microsoft Teams (Link will be included in the meeting invite).

ASIAN AMERICAN AND PACIFIC ISLANDER ERG

🌐 **milwaukee.gov/AAPI**

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 for 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.

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 get in touch with us via email.

What's The Latest?

🎉 **Save the Date: AAPI General Meeting — December 10, 2026**

Join us for our upcoming AAPI General Meeting on December 10! We'll be celebrating the season with a fun White Elephant gift exchange and Board Elections!

🗳️ Board Elections: All AAPI ERG members are encouraged to attend and participate in the board voting process. Please watch for more information on the nomination and voting process. Your voice and involvement matter as we shape our ERG's future!

🎁 What to bring: One wrapped gift valued at $20 or less.

📍 Location: TBD; once confirmed, an announcement will be shared via ERG Teams Chat and email.

We look forward to connecting, celebrating, and spending time together. Please make plans to attend!

ASIAN AMERICAN AND PACIFIC ISLANDER ERG

🌐 **milwaukee.gov/AAPI**

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 for 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.

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 get in touch with us via email.

What's The Latest?

🤝 **Networking Opportunity**

As one of the newest members of the Hmong Wisconsin Chamber of Commerce (HWCC), our AAPI ERG members attended the Hmong Wisconsin Chamber of Commerce (HWCC) 20th Annual Business Awards: A Taste of Success.

The event was a wonderful opportunity to celebrate our business community's achievements, build connections, and hear Mayor Cavalier Johnson's remarks.

Thank you to everyone who continues to support and uplift our local AAPI business community!





ASIAN AMERICAN AND PACIFIC ISLANDER ERG

🌐 **milwaukee.gov/AAPI**



🌟 **Congratulations to Nu Yang Jackson, finalist for the Community Connector Award!**

A special shout-out to everyone who came out to support Nu Yang Jackson (Our Sponsor) at the **City of Milwaukee's City Employee Recognition Awards (CERA)**, where she was one of 15 finalists with over 100+ nominations!

The CERA Awards recognize City employees for their contributions and dedication to serving Milwaukee. We're proud to celebrate this recognition and the importance of building connections, strengthening community engagement, and fostering inclusion across our city.

Thank you to everyone who showed up, cheered Nu on, and helped celebrate this meaningful milestone. Your support means so much!

🎉🥳 We wanted to take this time to recognize one of our ERG members-- Ms. Judy Lathon-Carson! She is retiring after 27.5 years with NIDC and DNS!



Her dedication to the City, exceptional depth of knowledge, and inspiring work ethic and professionalism will be sincerely missed!

We are deeply grateful for the immense value she brought to the City of Milwaukee. Please join me in congratulating her on her retirement! 🎉🥳

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 Amanda Richman (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

A very special shout-out to our very own **Cole, Nu, and Ariful** for their well-deserved recognition during the City of Milwaukee's City Employee Recognition Awards (CERA)! Your hard work and dedication to the City do not go unnoticed!



REMINDER
The City of Milwaukee provides 8 hours of paid volunteer time to qualifying employees. Policy: FLSA Policy, University of Chicago Volunteer Form:
FLSA Policy, University of Chicago

COMMUNITY SERVICE AND VOLUNTEER 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!

Let's all join in together to help others in our Community!

Girls on the Run hosted its Fall 5K on S**unday, November 8, at American Family Field**, and our small-but-MIGHTY City of Milwaukee CSV ERG team showed up to cheer participants on with plenty of positive energy!

🎉 **Special shout-out** to Likisha, Chloe, Tristan & Susan for making Cheer Station #6 memorable and motivating!



COMMUNITY SERVICE AND VOLUNTEER ERG









🚨 **UPCOMING NEWS:**

We will soon be sharing some exciting news about what is being planned for CSV-ERG's 2027!

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 and 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).

24/7 OPERATIONS COLLECTIVE ERG

MKE 24/7 OPERATIONS COLLECTIVE 🌙

Keeping Milwaukee Moving — Every Hour, Every Day.

There's a new Employee Resource Group at the City of Milwaukee — and WE want YOU to be part of it!

Milwaukee doesn't stop at 5:00 p.m. Every day, City employees answer calls, respond to emergencies, maintain infrastructure, support essential services, work overnight, cover weekends and holidays, and keep our city moving 24 hours a day, 7 days a week.

The MKE 24/7 Operations Collective supports City of Milwaukee employees who work in 24-hour, shift-based, and continuous operations. The Collective connects employees across departments, promotes health and wellness, strengthens professional and personal connections, and recognizes the dedicated workforce that keeps Milwaukee operating around the clock.

🤝 **FIND YOUR PEOPLE. BUILD YOUR NETWORK. JOIN THE COLLECTIVE.**

Days. Nights. Weekends. Holidays. Rotating shifts. We know the 24/7 work experience looks different—and that's exactly why we created this Collective.

👥 MEET THE LEADERSHIP TEAM

- **Founder/Chair:** Devona Coggs-Jones
- **Chair:** Dakira Payne
- **Treasurer:** Tinathea Kingsby
- **Membership Chair:** Marjorie Cahn
- **Event Chairs:** Rasheedah Rayford
- **Secretary:** Kyler Campbell
- **Sponsor:** Annemarie Domurat

We're excited to host our upcoming **Fall Social Mixer on Thursday, November 12, from 9:00 a.m. to 7:00 p.m.** at the Milwaukee Police & Fire Academy.
We're looking forward to connecting with fellow ERG members, building relationships, and supporting one another as we continue creating meaningful opportunities for City employees.
Thank you all for your continued support, and we hope to see you **tomorrow**!

24/7 OPERATIONS COLLECTIVE

City of Milwaukee
Employee Resource Group

FALL SOCIAL MIXER

Do you work days, nights, weekends, holidays, or behind the scenes? You have a place in the MKE 24/7 Operations Collective!

Thursday, November 12, 2026

9:00 AM – 7:00 PM

Milwaukee Police & Fire Academy

6680 N. Teutonia Avenue, Milwaukee, WI

Room 182A

WHAT TO EXPECT

- Membership Sign-Ups
- Learn About the Collective
- Meet the Leadership Team
- Connect with City Employees
- Raffle Prizes & Complimentary Light Refreshments

STOP BY ANYTIME BETWEEN 9 AM AND 7 PM

ALL CITY EMPLOYEES WELCOME

MKE247Collective@milwaukee.gov

24/7 OPERATIONS COLLECTIVE ERG

🏆 **Employee Recognition & Awards**

We're also developing our first employee recognition celebration honoring City employees and teams who demonstrate exceptional service, teamwork, leadership, resilience, dedication, and commitment to keeping Milwaukee operating around the clock.

More information about nominations, voting, and the awards celebration is coming soon!

📣 **READY TO JOIN US?**

You don't have to wait for an event to get involved.

If you're interested in becoming a member, participating in upcoming activities, helping shape future programming, or simply learning more about the Collective, reach out to us:

MKE247Collective@milwaukee.gov

All shifts. Different departments. One 24/7 workforce.

MKE 24/7 Operations Collective

Keeping Milwaukee Moving — Every Hour, Every Day.

THE DATA & INSIGHTS GROUP (DIG) ERG

The Data & Insights Group (DIG) connects colleagues and keeps them 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

Stay tuned for upcoming events!

👥 **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**

City of Milwaukee
Department of Employee Relations
The Hive
Employee Resource Group

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 aim 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

City of Milwaukee
Department of Employee Relations
Military Service & Allies
Employee Resource Group

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:**
  - **TBD** 📌
- **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 Mentor Greater Milwaukee's (MGM) main objectives is to strengthen 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!