

City of Milwaukee

EMPLOYEE RESOURCE GROUPS

MONTHLY UPDATE



OCTOBER 2025

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!

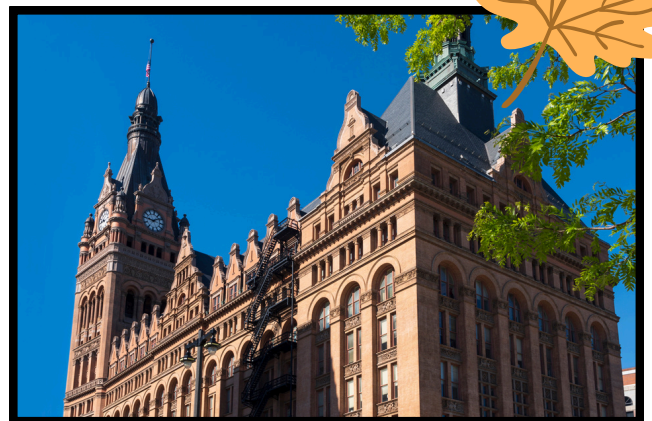
Want to start an ERG of your own?

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.

Do you want to be an
Avanzando Board Member?
Please submit your nominations
[here!](#)

Avanzando aims to foster awareness, understanding, and inclusion of Hispanic/Latinx heritage within City services.

Learn more at: www.milwaukee.gov/Avanzando

- Avanzando is looking for its next co-chair, and to fill vacant seats: Treasurer and Secretary. If you are interested or know someone who would be a great fit, please fill out the nomination [form](#).
- Sign up to be a [member](#)!



Thank you to everyone who joined us for the
Hispanic Heritage Month Celebration at City Hall!





BLACK AFRICAN AMERICAN ERG

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
- [BAAERG October Learning Hours – Monday, October 20, 2025 @ 2:00 PM to 3:00 PM via Microsoft Teams](#)
- Vacancies:
 - **Treasurer:**
 - The Treasurer is responsible for overseeing and managing the group's budget and finances, managing spending records, organizing and tracking fundraising efforts.
 - **Events Lead:**
 - The Events Lead aids in developing event ideas along with BAAERG leadership and membership. The Events Lead organizes and informs the membership of events.
 - **Co-Lead:**
 - The Co-Lead supports the BAAERG's goals, objectives, recruitment, and retention, and other tasks upon request.



BLACK AFRICAN AMERICAN ERG

October Learning Hours October 20, 2025



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

- BAAERG History
- BAAERG Past Events
- Meet the Executive Board!

- Leadership Panel Discussion
- BAAERG Engagement Survey
- Rep Yo Zip Code!
- BAAERG Leadership Nominations



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:

Please fill out a membership form: [AAPI Membership Interest Form](#), or feel free to email:

- Ah Ong Cha, ahocha@milwaukee.gov, Chair
- Maly Vang, malva@milwaukee.gov, Vice-Chair
- Chris Lee, clee@milwaukee.gov, Secretary
- Pachia Vue, pvue@milwaukee.gov, Treasurer
- Nuducha Yang, nudyan@milwaukee.gov, Executive Sponsor

Upcoming Events:

Taking Interest in Hula classes:

The AAPI ERG is anticipating attending a Hula class at **Na Hale Studios**, which offers a unique connection, especially for Pacific Islanders who are away from home. These classes are offered every Tuesday. The date and time are to be determined based on the number of interests.

Na Hale Studios also offers other classes, such as:

- Drumming
- Fire Knife
- Poi
- Gentle Hula (perfect for our aunties)
- Medium/Advanced Hula
- Tahitian Dance

If you have any questions or are interested in attending the class with AAPI ERG, please reach out to Nuducha Yang at nudyan@milwaukee.gov to RSVP

Be on the lookout for more events coming soon!



milwaukee.gov/AAPI

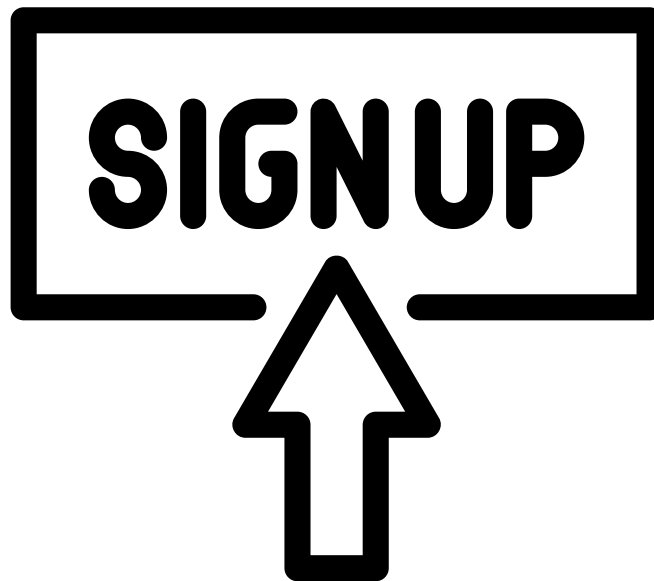


CAREER DEVELOPMENT ERG

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](#).





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 .

NEW CO-CHAIRS AND SECRETARY FOR THE COMMUNITY VOLUNTEER GROUP

Welcome to **Susan Picione (Co-Chair)**, **Paul Keltner (Co-Chair)**, and **Likisha Hairston (Secretary)**!

A huge thank you to Joe Kaltenberg for his incredible efforts in leading and being a driving force for the Volunteer Employee Resource Group for many years!

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

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](#) or [Paul Keltner](#).

As a City of Milwaukee employee, you can now use up to 8 hours of paid time for volunteer activities!

Find policy information as well as request/verification forms [here](#) (#65).



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WANT TO BE A LEADER?

UPCOMING VOLUNTEER EVENT - GIRLS ON THE RUN!

For more information, contact [Likisha Hairston](#).

It's that exciting time of year again! The Girls on the Run fall 8-week season is kicking off soon, and we are expecting our biggest fall season yet. As part of our mission to empower and encourage these young girls, we would love to invite members of the City of Milwaukee Community Service & Volunteerism Employee Resource Group to join us in cheering them on at our Fall 5K, presented by Husco, on **Saturday morning, November 8th, at American Family Field.**

As you may know, we believe in making our 5K events truly magical for our participants. One of the magical elements is having Cheer Stations positioned along the course, where volunteers like your group can come together to cheer, blow bubbles, play music, and do whatever it takes to keep our girls energized and motivated! Your volunteer support would make a huge difference in ensuring our participants feel encouraged and empowered throughout the event. This is not only a fun and engaging team bonding opportunity, but also a wonderful way to give back to the community. Friends and family members of your group are encouraged to join in the fun - the more, the merrier!

The time commitment for this volunteer opportunity is from **8:00 a.m. to 11:00 a.m. on Saturday, November 8th.** Hope to have your group at the 5K at American Family Field to make a meaningful difference in the lives of over 650 girls!



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.

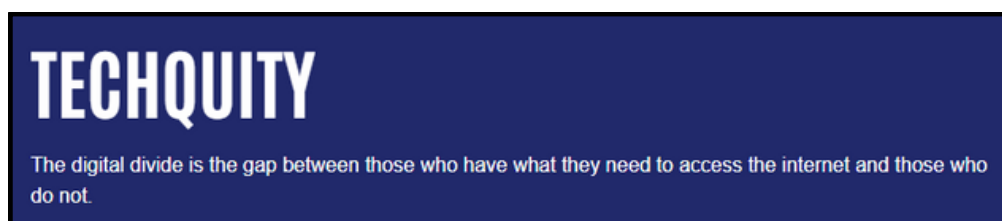
Community Platform: Our community will live and breathe in **MS Teams**, with ongoing updates, member interaction, and resources posted weekly.

Upcoming Member Events - Join the group's MS Teams channel to sign up.

November 5th - 6th: Quant UX Con 2025, Virtual Event – **SIGN UP ONLINE!**

The Quant UX Association is dedicated to advancing the science and practice of quantitative user research through education events and publications.

November 21st: United Way's Techquity Volunteer Event – JOIN TEAMS TO SIGN-UP!



These volunteer distribution events connect people with an essential digital resource – laptop computers. Assist with computer registration and help guests navigate through a distribution event.

 **Launch Team:** Luis Martinez, Chuck Irby, Dana Messerschmitt, Demetrious Fitchpatrick.



THE HIVE ERG

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!
- Join our Leadership Team: Love the LGBTQ+ community? Love making things happen? Want to stretch your leadership wings? **The Hive is looking for an 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!

Reminder!

The Hive: TNB, short for **The Hive: Transgender and Non-Binary**, aims 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**.

Agender – Intersex – NonBinary – Transgender – Two-Spirit – Genderfluid – Genderqueer



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, October 29th & Wednesday, November 26th
- **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.



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 and Milwaukee Public Schools (MPS) funded a study to explore developing a Mentor Affiliate in Milwaukee. This group convened the Public Policy Forum (PPF) to conduct a study, **"Mentoring in Milwaukee: Developing a Regional Mentoring Network."**

The study engaged more than 13 additional mentoring organizations in the strategic planning process. Following the study, it was determined that there is an unmet demand for quality mentors. As a result, the following organizations agreed to partner: Milwaukee Public Schools, Milwaukee Bucks, and the City of Milwaukee.

One of the primary goals of Mentor Greater Milwaukee (MGM) will be to build capacity among agencies that are currently offering mentoring services and to increase collaboration among mentoring services by implementing an administrative component that will be able to 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!

Keep an eye out for upcoming events from Mentor Greater Milwaukee to learn more about the mentorship programs!