

City of Milwaukee

EMPLOYEE RESOURCE GROUPS

MONTHLY UPDATE



OCTOBER 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.



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

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

Thank you to everyone who joined us for **“Ritmo y Paso”** on **Thursday, September 24!** It was fun to spend time with all of you while getting out of the office for a bit, and getting our steps in!



AVANZANDO ERG

 milwaukee.gov/AVANZANDO

Contact: Jessica Sanchez | jessan@milwaukee.gov



¡GRACIAS! THANK YOU!

With the theme "The Year of Housing," we proudly celebrated our cultura y herencia at City Hall on **Thursday, October 2!** We also took the opportunity to shine the spotlight on individuals/organizations that have greatly contributed to the City and its Hispanic/Latino community!

Special thanks to our City leadership, supporters, and sponsors for making this a special day to recognize our culture, contributions, and the many ways Hispanic/Latino employees continue to make an impact across the City of Milwaukee. The Hispanic Heritage Month celebration continues until October 15, so make sure to check out other events around the City!

Visit our [website](#) to learn more about Avanzando, see more photos from the event, and how members keep their culture and roots alive.



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

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/AAP



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?

The AAPI Employee Resource Group (ERG) recently attended the first-of-its-kind Midwest Aloha Festival, presented by Nā Hale Studios! 🌺

Our team had a wonderful time celebrating the rich culture, traditions, and spirit of the Pacific Islands. We enjoyed incredible performances, delicious food, and the opportunity to come together with community members and organizations from across the region.

A special thank you to Caprice Brown for inviting us to be part of this beautiful celebration! We're also grateful to Nā Hale Studios for creating such a meaningful event and bringing the spirit of aloha close to the Milwaukee area.

It was truly a beautiful celebration of culture, connection, and community, and we're so glad we got to experience it together! 🌺👍

Please be on the lookout for more AAPI Events and Celebrations! 🌺



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>

September Spotlight: MKE Stables Tour

Thank you to everyone who joined CDERG for the **MKE Stables tour** in September! It was a great opportunity to connect with colleagues and explore another part of our City.

[View photos from the MKE Stables tour](#)

Upcoming Events

- CDERG is planning a bowling outing at **Bay View Bowl on October 15** at 6:30 p.m.
 - The reservation is still being finalized. If you're interested in attending or receiving more details, please email CareerDevelopmentERG@milwaukee.gov.
- **Leadership Chat with Alderwoman Marina Dimitrijevic**
 - Join CDERG for a conversation with Alderwoman Marina Dimitrijevic about leadership and public service.
 - Date: November 9, 2026
 - Time: 11:30 a.m.–12:30 p.m.
 - An invitation with additional details will be emailed to all CDERG members.

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!](#)

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).

Special invite from Likisha, CSV-ERG Secretary:

I'm excited to share a fun and meaningful volunteer opportunity—and I'd love for you to join me!

Girls on the Run is hosting its Fall 5K on **Sunday, November 8, at American Family Field**. More than 2,000 girls are expected to participate, and our City of Milwaukee team will be cheering them on from a Cheer Station along the course!

We'll wave signs, blow bubbles, play music, and bring plenty of positive energy as the girls head toward the finish line. It's a fun way to support girls in our community while enjoying a memorable morning together!

- Date and Time:
 - Sunday, November 8, 8:00–11:30 a.m.
- Location:
 - American Family Field
- **Friends and family are welcome—the more, the merrier!**

Ready to join us? **[Sign up here by October 23](#)** to receive important parking and event-day information.

IMPORTANT: During registration, please select **"CHEER GROUP – CITY OF MILWAUKEE"** from the Group drop-down menu so you are added to the correct Cheer Station team.

I hope to see you there! Let's come together and give these girls the encouragement they deserve as they accomplish something truly amazing.

Likisha



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.

This is an opportunity to meet employees you may never cross paths with during your regular shift, build relationships across City departments, share experiences, access wellness and professional-development opportunities, and have a voice in shaping a new City of Milwaukee ERG from the beginning.



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

24/7 OPERATIONS COLLECTIVE ERG



MKE 24/7 OPERATIONS COLLECTIVE 🌙

 **COMING THIS FALL & WINTER**

Social Mixer & Meet-and-Greet — November 12

Come meet the Collective! Connect with employees from across City operations, learn more about the ERG, meet our leadership team, and find out how you can get involved.

Whether you're coming off a shift, heading into one, or simply want to meet some new City coworkers, we'd love to have you.

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



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**.

THE HIVE ERG

 milwaukee.gov/TheHive



Join the Hive, Alders Peter Burgelis & JoCasta Zamarippa, MKE County's PRISM ERG, and local LGBTQ+ organizations for a Hive membership get-together.

- **What:** A Hive Get-Together!
- **Who:** YOU! Hive Members! Folks who think they might want to become members! Folks who are curious about what the Hive is and what we do! Folks who want to support their LGBTQ+ friends, family, and coworkers!

Bonus points if you bring a coworker!

- **Why:** FUN! FELLOWSHIP! To learn more about the Hive & why YOU should join, connect with other Hive members, our County PRISM counterparts, and local LGBTQ+ organizations!
- **When:** Thursday, October 8th, 5:00 p.m.-7:30 p.m.

Schedule:

- **5:00 p.m.- 6 p.m.** – Enjoy tasty snacks and drinks, peruse the Hive's LGBTQ+ History display created by the WI LGBT History Project, and mingle with other City and County **employees and local organizations**.
- **6:00 p.m.** – Short remarks by City & ERG Leaders
- **6:30 p.m.-7:30 p.m.** – Socializing, food & drink, mingling! THE WORLD IS OUR OYSTER!
- **Where:** MFD Station 3 – 100 W Virginia St (1st St & Virginia St – parking available behind the Station, entrance to parking on 1st St.

**SAVE THE DATE!**

What: A Hive Membership Get-Together

Where: MFD Station 3, 100 W Virginia St

When: Thursday, October 8th 5:00-7:30pm

Who: YOU! Bonus Level: Bring a coworker!

What is the Hive anyway?

Learn about who we are, what we do, and how you can get involved! Connect with folks from the LGBTQ+ community and allies, while enjoying tasty food & drinks!



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:**
 - **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!