

City of Milwaukee

EMPLOYEE RESOURCE GROUPS

MONTHLY UPDATE



SEPTEMBER 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

50/50 Raffle — Last Chance to Join!

Thank you to those who have participated in our 50/50 raffle! If you haven't yet, contact Lisa Garza at lisgarza@milwaukee.gov.

Lisa will be at RCW Cafe in the City Hall Basement at 12:00 p.m. on September 8 and 9, and September 14 and 15. Stop by!

Don't miss your chance to participate while supporting Avanzando's continued efforts to build community, create opportunities, and engage our members.



Survey Results Raffle Extended!

We've extended our Member Survey Results Raffle until **September 16, 2026**! Complete the [survey](#) for a chance to win a **\$25 lunch gift card**.

We will announce both raffle and gift card winners on **September 16, 2026**!



Join us for **"Ritmo y Paso"** on **Thursday, September 24**! Meet us on the 8th floor of City Hall at 12:00 p.m. for a walk around the Rotunda and exercise your rhythm and steps!



Save the Date! Our **Hispanic Heritage Month Celebration** will take place on **October 1 from 11:30 a.m. to 1:00 p.m. at City Hall**! Join us as we celebrate our Hispanic/Latino culture, roots, and heritage! Food and beverages will be available while supplies last! And other fun surprises! *¡Allá nos vemos!*



HISPANIC HERITAGE MONTH CELEBRATION

Join us for an unforgettable celebration of our vibrant heritage and culture! We can't wait to share this special day with you, where we'll showcase the beauty and richness of our roots.

**Thursday, October 1st, 2026
City Hall Rotunda - 200 E. Wells St.
11:30 a.m. to 1:00 p.m.**

**We will recognize special individuals and organizations for their contributions to the community.
Enjoy food and beverages!**

Registration is NOT required.





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!

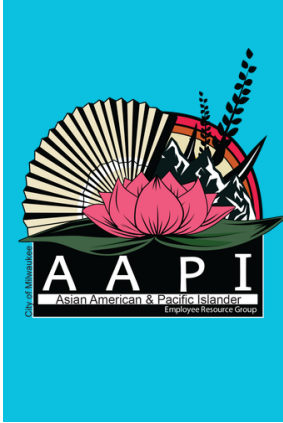
Who: All BAAERG members and allies interested in coming together for sharing updates, learning, and community building.

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/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?



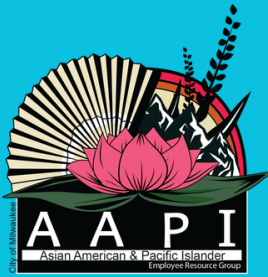
Midwest Aloha Festival

All are welcome to enjoy a day of culture, community, and aloha! **Come experience the Midwest Aloha Festival, Wisconsin's first festival celebrating Polynesian culture! This free, family-friendly event will feature live music and dance, cultural demonstrations, Polynesian food, local vendors, and more.**

The AAPI ERG will be there to support and celebrate from 1:00 p.m. to 4:00 p.m! We'll be wearing our AAPI ERG shirts, so come find us, say hello, grab a bite to eat, and hang out with us!

Learn more & view the event schedule [here](#).

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



ASIAN AMERICAN AND PACIFIC ISLANDER ERG

 milwaukee.gov/AAPI

2026 MIDWEST ALOHA FESTIVAL

SATURDAY SEPT 19 2026
Village Park
N87 W16749 Garfield Dr
Menomonee Falls, WI

PRESENTED BY
NĀ HALE STUDIOS



Island Style features including:

Live stage entertainment
Cultural interactive teaching
experiences
Island lifestyle vendor booths
Pacific Rim cuisine and food trucks



nahalestudios.com



www.facebook.com/nahalestudios



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>

There are a few spots left for the upcoming MKE Urban Stables tour!

Please RSVP at CareerDevelopmentERG@milwaukee.gov.

- **Address:** 143 E. Lincoln Ave
- **When:** 9/9/2026
- **Arrival time:** 11:15 am-11:30 am (tour will end between 12:30 p.m. - 1:00 p.m.)
- **Attire:** Guests should wear closed-toe shoes and clothing that can get dirty. Part of the program will be in the Community Room, and the other part will be in the indoor arena for time with the horses. If the weather is comfortable, guests will also go outside to meet the rest of the horses toward the end of the program.
- **Directions:** We are almost on the corner of 1st and Lincoln, a block east of District 2. Road construction just north of us on Becher means it takes a little maneuvering to get to us from the north right now. Take the Lapham exit going East to 1st Street and South to Lincoln. Turn left on Lincoln, and we are immediately on the right side.
- **Parking:** There is a large parking lot right in front of the Stables.

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!

UPDATES:

  Kinship Community Food Center   was our Spotlight Guest for our **recent CSV member meeting**; members were able to learn about the great things they do within our community: urban farming, collaborative meals, mentorship, employment training, and more!

Please use this [link](#) to learn how to get more involved in their programs.

We are working on a future volunteer CSV ERG event with Kinship...stay tuned!

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).



COMMUNITY SERVICE AND VOLUNTEER ERG

We are excited to share a fun and meaningful volunteer opportunity—and we’d love for you to join us!

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, wave flags, blow bubbles, blow whistles, cheer through megaphones, play music, dance, and bring plenty of positive energy as the girls make their way 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 a.m. – 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.

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



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 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**.

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



THE HIVE ERG

 milwaukee.gov/TheHive



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!**



LET'S WALK/RUN!

The City's Hive ERG is partnering with Milwaukee County's PRISM NRG (their version of ERGs) to take part in the **Grant Heffelfinger Memorial Big Gay 5k!**

Please consider joining us for a day of fun and fundraising to promote LGBTQ+ health and wellness! Participants can run or walk, and all athletic abilities are welcome. Friends, family members, and coworkers are encouraged to join us if interested; just make sure they register as well.

The Grant Heffelfinger Memorial Big Gay 5k

- Date: Sunday, September 27, 2026
- Registration Opens: 9:00 a.m.
- Run Begins: 10:00 a.m.
- Location: Veterans Park (1010 N. Lincoln Memorial Drive, Milwaukee, WI 53202)

To join the Prism NRG/The Hive ERG team, use our [registration link](#).

After you register and accept the terms and conditions, you'll see a screen to select your team. Make sure "**Prism NRG/The Hive ERG**" is selected, and enter the password "prismhive." Registration runs until September 27, 2026, and costs \$45 (with taxes and fees \$49.76).

More information about the run/walk is available [here](#). Hope to see you there!!



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 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!