

# Rooted & Rising

*Celebrating 15 years*



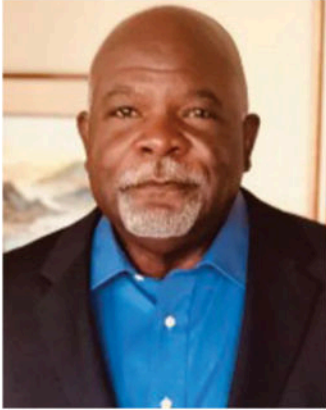
*of the*

# 2025

# AALP



# BOARD MEMBERS



**MICHAEL MORGAN**

**BOARD CHAIR**



**KYLE LINDBERG**

**BOARD TREASURER**



**SYNEATHIA LAGRANT, Ph.D.**

**BOARD SECRETARY**



**TANYA HINES**

**BOARD MEMBER**



**TERRENCE MOORE, SR.**

**BOARD MEMBER**



**MILIKA MILLER, Ph.D.**

**BOARD MEMBER**



**ANTOINE MCDUFFIE**

**BOARD MEMBER**

# ALUMNI ADVISORY BOARD MEMBERS

**Alexis Outlaw**

**Antoine McDuffie**

**Corry Joe Biddle**

**Deonte Lewis**

**Denise Thomas**

**Donavon Johnson**

**Lirhonda Price**

**Milika Miller, Ph.D.**

**Ron Adams**

**Syneathia LaGrant, Ph.D.**

# About AALAM

AALAM is a nonprofit, cross-sector network of community stakeholders dedicated to developing, supporting, and positioning Milwaukee's talent pool.

The creation of AALAM was the result of eighty (80) Milwaukee community stakeholders participating in a Strategic Actioning Session (SAS). The SAS created space to discuss how we might address the issues and themes impacting the experience of those who live, work, and engage across Metro Milwaukee. SAS attendees included Leadership Program Alumni and the program's long-standing funders, allies, and community stakeholders. At the conclusion of the three-day experience, SAS participants co-created AALAM's Belief Statement. The statement is read, without fail, at the outset of every meeting of the Board of Directors.

"We believe that together under a shared vision and commitment, we will positively impact the trajectory of Milwaukee. We will infuse hope by developing and supporting a thriving pool of diverse and talented African American leaders."

In 2017, AALAM was established to explore ways to drive systems change to advance the well-being of the overall Metro Milwaukee community by focusing on shaping Milwaukee as a global destination where people can thrive and prosper.

While it predates the organization's creation, AALP is now the signature initiative of AALAM. Established in 2008, AALP is a transformational experience that has unleashed the talent of over 260 professionals across the Metropolitan Milwaukee Region under the visionary leadership of our founder, the late Dr. Jeanette Mitchell, who was also the catalyst igniting the SAS.

## VISION

Milwaukee is a global destination where African Americans thrive and prosper.

## MISSION

To develop and support a thriving pool of diverse and talented leaders.

## STRATEGIES

- Deepen Alumni Engagement
- Grow Leadership Development Offerings
- Convene The Leadership Alliance
- Change The Narrative



OFFICE OF THE COUNTY EXECUTIVE

**DAVID CROWLEY**

MILWAUKEE COUNTY EXECUTIVE

9/24/2025

As your Milwaukee County Executive, it is my honor to share my support for the African American Leadership Alliance Milwaukee (AALAM) and to celebrate the incredible impact this organization has had on our community.

At the heart of AALAM's story is the legacy of Dr. Jeanette Mitchell, a visionary leader who understood that building a stronger, more equitable Milwaukee required cultivating diverse voices and creating spaces where they could be heard. Dr. J's founding of the African American Leadership Program (AALP) in 2008 was more than the launch of a professional development experience. It was the planting of a seed that has since grown into a thriving network of passionate individuals shaping our region. Her wisdom, courage, and relentless dedication live on in every leader who graduates from AALP and in the work of AALAM today.

From the beginning, AALAM was built on a bold vision that Milwaukee will thrive when diverse leaders are supported, empowered, and given the tools to drive change. That vision has never been more important than it is today. Since its creation, AALAM has brought together community stakeholders across sectors, created opportunities for dialogue, and, most importantly, helped develop leaders who are shaping Milwaukee's future in real time.

This work has been nothing short of transformative. I've had the privilege of witnessing AALAM participants step into positions of influence across government, business, nonprofits, and education. Their leadership is changing systems, challenging the status quo, and building new pathways for opportunity.

As County Executive, I know that our ability to achieve equity and prosperity for all residents depends on collaboration, and AALAM has been a steadfast partner in this work. Their commitment to inclusive leadership aligns directly with our county's vision of achieving equity. I am grateful for their leadership and for the countless individuals whose lives and careers have been transformed through their efforts.

Milwaukee is stronger, more resilient, and more inclusive because of AALAM. I look forward to continuing to walk alongside them as we work together to build a brighter future for everyone in our county.

Sincerely,

David Crowley  
Milwaukee County Executive





MAYOR CAVALIER JOHNSON  
CITY OF MILWAUKEE

---

October 1, 2025

Dear AALAM,

On behalf of the City of Milwaukee, It is my honor to recognize the African American Leadership Alliance of Milwaukee (AALAM) as it commemorates 15 years of the African American Leadership Program. This milestone stands as a testament to the vision, dedication, and impact of an organization committed to shaping a stronger future for our city.

For over a decade, AALAM has worked to close the leadership gap and expand opportunities for African American leaders across various sectors. Born from a bold community vision and inspired through strategic collaboration of 80 stakeholders, AALAM has built a bench of exceptional leaders who are driving impact within corporations and on boards across our region.

What truly makes Milwaukee strong is our people. Our leaders are working diligently to enhance the well-being of our community across business, nonprofit, civic, and entrepreneurial sectors. AALAM amplifies our strengths by connecting and convening an alliance of people committed to creating a Milwaukee where increasing levels of African American leaders thrive and prosper. Its programming has not only transformed lives but also strengthened the fabric of our community by contributing to market conditions that support a sustainable and competitive regional economy.

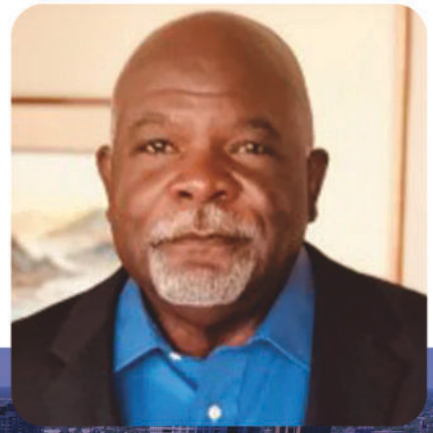
As we celebrate 15 years of AALP, I commend the 260+ alumni for your role in helping to cultivate a city that values belonging, embraces all talent, and invests in our leaders of today and tomorrow. Together, Milwaukee is poised to win, leading with courage and resilience for generations to come.

Congratulations to the African American Leadership Alliance Milwaukee on this milestone occasion. The City of Milwaukee is proud to honor your legacy, and I am personally committed to supporting your continued efforts to develop and elevate African American leadership. Together, we will have a lasting impact on our city's future.

Sincerely,

Cavalier Johnson  
Mayor





Letter from the Board Chair – Michael Morgan

## Dear AALAM Community, Partners, and Friends,

It is with immense pride and gratitude that I welcome you to the 15th Anniversary Celebration of the African American Leadership Program (AALP). This milestone stands not simply as a marker of time, but as a powerful testament to the enduring vision, unwavering commitment, and standard of excellence that have defined AALP since its inception.

Over the past 15 years, AALP has cultivated more than 260 leaders who are transforming Milwaukee's civic, corporate, nonprofit, and entrepreneurial landscapes. These leaders are shaping boardrooms by bringing diverse perspectives and informed decision-making to the table. Their leadership is also evident in the ways they are driving policy and fostering innovation within their organizations and communities. This collective impact is a direct reflection of the power of intentional investment in Black leadership, reinforcing the program's mission and legacy.

This evening, as we recognize AALP alumni, mark the completion of Cohort 15, and welcome Cohort 16, we also take a moment to acknowledge the enduring legacy of Dr. Jeanette Mitchell, the esteemed founder of AALP and the African American Leadership Alliance Milwaukee. Her vision remains a guiding force for our community, and her contributions continue to influence our organization's devotion and commitment to leadership development.

Thank you all for being part of this journey. Your partnership fuels our progress and ensures that Milwaukee becomes a national model for inclusive leadership.

With deep appreciation,

**Michael Morgan**  
Board Chair  
African American Leadership Alliance Milwaukee



## Letter from the President & CEO – Angela S. Adams

### Dear Milwaukee,

Welcome to this extraordinary moment in our shared journey as we celebrate the 15th Anniversary of the African American Leadership Program (AALP). As President and CEO of the African American Leadership Alliance Milwaukee (AALAM), I am honored to lead this organization at such a pivotal time, and I am deeply moved by the legacy we continue to build together.

Founded on a bold vision, we believe Milwaukee can be a place where African American leaders thrive, prosper, and help shape the future. Today, we see that vision taking root in powerful and tangible ways. Our alumni are executives, entrepreneurs, board members, and changemakers. They are the heartbeat of a more vibrant and equitable Milwaukee.

This milestone year, we celebrate not only our impact but also our resilience. We commemorate the luminous life of our beloved founder, Dr. Jeanette Mitchell, whose vision and leadership laid the foundation for everything we do. Her legacy inspires us to dream bigger and lead bolder.

With a clear and intentional focus, I am advancing our work to deepen alumni connections and highlight their impact across the region. AALP Alumni are the key to helping AALAM expand its reach and strengthen Milwaukee's talent pipeline. Together, we have raised over \$1.3 million, stabilized operations, and welcomed new board members. The AALAM management team has transformed. We have launched two additional cohorts, which we celebrate tonight! Guiding our next chapter, we have developed a strategic framework that adapts to the evolving economic, social, political, and technological realities. These accomplishments reflect our tenacity and commitment to lasting change, and we are poised for even greater impact.

Tonight is a celebration and a call to action. Let us continue to invest in developing leaders who reflect the brilliance and diversity of Milwaukee. Let us build bridges across communities, sectors, and generations. Let us remain rooted in sound leadership as we rise together.

Thank you for your unwavering support. Together, we are transforming Milwaukee - one leader at a time.

Inspired,

**Angela S. Adams, MASCL, CHPC**  
President & CEO  
African American Leadership Alliance Milwaukee

# Program Impact Data






AALP is designed to equip leaders with the tools, knowledge, and experiences necessary to excel both personally and professionally. Our approach uniquely embraces the opportunity to cultivate leadership talent across all sectors, creating a powerful multiplier effect throughout the region. Cohort members gain insider knowledge from executives, build relationships across sectors and peer groups, and receive executive coaching that shapes their leadership journey.

To better understand the long-term impact of this experience, AALAM conducted a comprehensive Program Impact Survey in 2022 and 2025, gathering self-reported data from alumni across Cohorts 1 through 14. The results offer valuable insights into how participants are applying their leadership development, advancing professionally, and contributing to the Milwaukee community—and affirm the organization’s impact in advancing the regional talent strategy.

## Engagement Snapshot

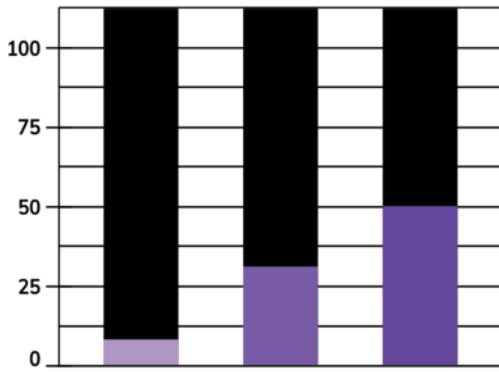
**260+**  
**AALP**  
**Alumni**

**129**  
**Companies**  
**have employed**  
**AALP Alumni**

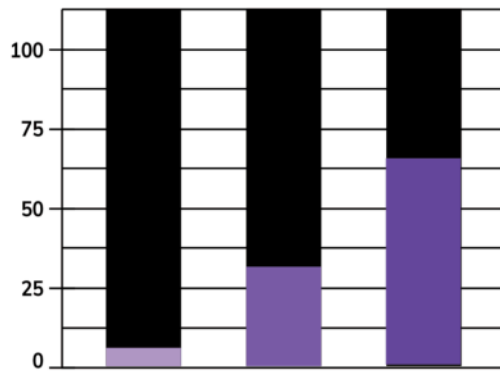
Industry Sectors Represented		
	<b>Corporate</b>	<b>35</b>
	<b>Government</b>	<b>10</b>
	<b>Nonprofits</b>	<b>43</b>
	<b>Education</b>	<b>12</b>
	<b>Healthcare</b>	<b>8</b>

# Educational Attainment

Associate  
Bachelor  
Graduate



**Before AALP**



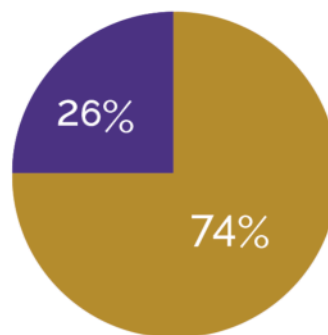
**After AALP**

AALP has inspired participants to pursue higher levels of education. Before the program, 7% of program participants held associate degrees, which dropped to 5% after the program—reflecting a shift toward more advanced degrees. Similarly, bachelor degree attainment decreased from 33% to 29%, while graduate degree attainment increased to 65% from 59% after program completion. These changes suggest that the leadership program effectively motivates individuals to pursue higher academic and professional goals.

# 83%

of AALP Alumni rated AALP above average compared to other leadership development programs.

Over 50% of alumni serve on boards.



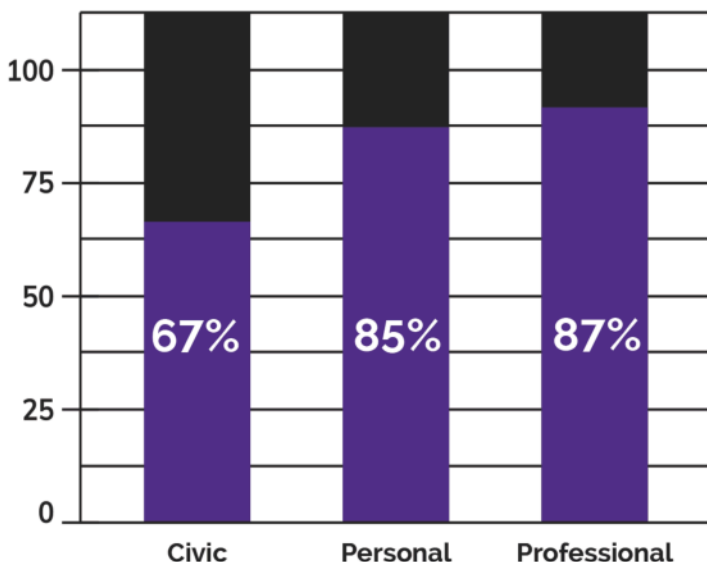
Alumni Obtaining Certifications After AALP



■ Serving on 1-3 boards  
■ Serving on 3+ boards

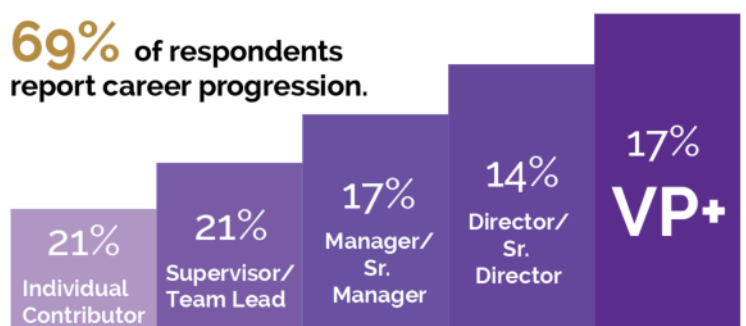
● Received 1 or More Certifications  
● No Additional Certifications Received

% of Respondents Satisfied w/ Acceleration in Service, Career and Personal Life



## Leadership Progression

69% of respondents report career progression.



# Celebrating

Dr. Jeanette Mitchell



With deep gratitude, we honor the visionary leadership of Dr. Jeanette Mitchell, whose unwavering commitment to equity and excellence, gave life to both AALAM and AALP. Her belief in the brilliance of African American leaders lit the path we continue to walk today. Her legacy lives on in every cohort, every breakthrough, and every rooted leader rising to transform Milwaukee. **We are, because she led.**

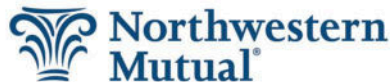


# Thank You Donors & Sponsors

## AALAM & AALP Legacy Partners



## Dr. Jeanette Mitchell Leadership Legacy



## Rooted and Rising 15th Anniversary



Manpower®



LEGACY FOUNDATION FUND

## Leadership Alliance



## AALP Alumni



BRICO FUND



301 W. WISCONSIN AVE, SUITE 220  
MILWAUKEE, WI 53203  
AALAMILWAUKEE.ORG