



Legislation Details (With Text)

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**File created:** 6/6/2024      **In control:** Finance, Governance and Public Safety Committee  
**On agenda:** 6/11/2024      **Final action:** 1/16/2025  
**Title:** Sponsor: Councilperson Melissa Robinson

Amending Chapter 38, Code of Ordinance, Civil Rights, by enacting a new Section 38-44, for the purpose of requiring all City department directors to submit a performance improvement plan to the Human Rights Commission; and directing the City Manager to develop and implement an administrative regulation to provide for the required form and content of such plans.

**Sponsors:** Melissa Robinson

**Indexes:**

**Code sections:**

**Attachments:** 1. No Docket Memo 240503

Date	Ver.	Action By	Action	Result
1/16/2025	1	Council	Released	
1/14/2025	1	Finance, Governance and Public Safety Committee		
6/11/2024	1	Finance, Governance and Public Safety Committee	Hold off Agenda	
6/6/2024	1	Council	referred	

ORDINANCE NO. 240503

Sponsor: Councilperson Melissa Robinson

Amending Chapter 38, Code of Ordinance, Civil Rights, by enacting a new Section 38-44, for the purpose of requiring all City department directors to submit a performance improvement plan to the Human Rights Commission; and directing the City Manager to develop and implement an administrative regulation to provide for the required form and content of such plans.

BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:

Section 1. That Chapter 38, Code of Ordinance of Kansas City, Missouri, is hereby amended by enacting a new Section 38-44, Required reporting to the Commission, to read as follows:

**Sec. 38-44. Required reporting to the Commission**

All department directors shall annually submit to the Human Rights Commission a performance improvement plan on a form as provided by the City Manager.

Section 2. That the City Manager is directed to develop and implement an administrative regulation to provide for the required form and content of the performance improvement plans that department directors shall

be required to annually submit to the Human Rights Commission. Such plans shall include, but may not be limited to, the following:

- (a) Working in decision-making roles (Deputy-Director level or higher)
  - (1) Percentage of positions in decision-making roles which impact the department or City filled by women.
  - (2) Goals for increasing women in decision-making roles.
  - (3) Percentage of promotions to decision-making roles filled by women.
  - (4) Goals for increasing the percentage of women promoted to decision-making roles.
- (b) Gender diversity
  - (1) Percentage of women currently working full-time in the department workforce.
  - (2) Goals for increasing the number of women in the workforce.
  - (3) Percentage of women promoted to safety-sensitive positions.
  - (4) Goals for increasing percentage of women promoted to safety-sensitive positions.
  - (5) Percentage of women satisfied with opportunities for promotion.
  - (6) Goals to increase percentage of satisfaction among women in regard to promotional opportunities.
- (c) Culture of safety in the work setting
  - (1) Percentage of women involved in preventable accidents.
  - (2) Percentage of women involved in non-preventable accidents.
  - (3) Percentage of safety training attended by women.
  - (4) Percentage goal for women attending safety training.

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Approved as to form:

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Andrew Bonkowski  
Assistant City Attorney