

CREO Snapshot Highlights

JULY 2023 through JUNE 2024

CIVIL RIGHTS DIVISION

- **New Initiatives:**
 - Pregnant Worker Fairness Act: Implemented to ensure fair treatment of pregnant workers.
 - Source of Income: Initiative to protect against income-based discrimination.
- **New Positions Added to the Unit*:**
 - Added 4 new positions: 3 filled and 1 in process.
- **Investigations:**
 - 21 active investigations as of June 30th.

ECONOMIC EQUITY AND INCLUSION DIVISION (MWBE CERTIFICATIONS)

- **New Positions Added to the Unit*:**
 - 1 Manager
 - 3 Team Members
- **Contract Awards: Overall Contracts Between July 2023 to June 30, 2024**
 - For Citywide projects a total of \$654,276,725 Paid to Date to MWBE Certified Firms. (Excludes Incentive Agencies)
- **Disbursements:**
 - \$368,852,619 paid to date for MBE recipients.
 - \$285,424,107 paid to date for WBE recipients.
- **Certifications:**
 - Total of 778 certifications processed and active.
 - 80% of new certifications processed within the 90-day benchmark.

CONTRACT COMPLIANCE AND LABOR STANDARDS

- **New Positions Added to the Unit*:**
 - 1 Manager
 - 3 new compliance officers: 2 currently active; 1 starting on July 29th.
 - Includes one officer dedicated to incentivized (EDC) projects only.
- **Recoveries:**
 - \$63,789 in restitution and fines recovered for underpaid wages.
 - \$17,200 in penalties and liquidated damages for wage violations.

Disparity Study:

The City is preparing to submit a disparity study contract and expects to share it with the Kansas City Council this week.

**New positions encompass December 2023 to Present*