



COMMISSION ON RACIAL AND SOCIAL JUSTICE

How are demands “resolved”?

When a demand is listed as “resolved,” this doesn’t necessarily mean that the issues surfaced in the demand no longer exist or that the problem has been solved. Indeed, many of the demands point out systemic issues that will require an ongoing commitment to improvement. Rather, “resolved” in this context means one of the following:

- a. The work fulfilling the demand has been completed;
- b. The work fulfilling the demand has been institutionalized to the extent that the work can be expected to continue as part of the normal operations of the university;
- c. The work fulfilling the demand has been incorporated into another working group; or
- d. The demand has been explored and determined to be unfeasible or unnecessary.

Process for resolving a demand.

2. A Social Justice Process Owner (SJPO), in consultation with the CRSJ steering committee, determines when a demand is ready to be resolved and works with the CRSJ co-chairs to submit a request to resolve the demand to the executive committee.
3. Requests are submitted when one or more of the above criteria have been met.
4. The executive committee votes on whether to resolve the demand. The executive committee may: 1) approve the resolution; 2) deny it; or 3) ask that the resolution be revised and resubmitted. The president of Emory or her appointee manages the executive committee’s resolution process.