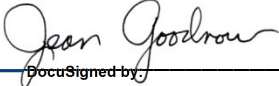
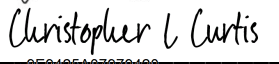
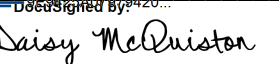


**MEMORANDUM OF UNDERSTANDING
BETWEEN
DELTA COLLEGE AND DELTA COLLEGE FACULTY ASSOCIATION, MEA/NEA
ON DIVERSITY AND INCLUSION**

This Memorandum of Understanding (“MOU”) is entered into between and among Delta College (“College”) and the Delta College Faculty Association, MEA/NEA (“DCFA”) (individually, a “Party” and collectively, the “Parties”). The Parties hereby agree to the terms specified below, and agree that this MOU cannot be changed unless by a written agreement signed by an authorized representative of each Party, and that these terms will supersede any policies or practices inconsistent with these terms.

1. The Delta College administration and faculty affirm our commitment to diversity and inclusion. The Faculty supports the establishment of a Diversity and Inclusion Policy at Delta College and acknowledges that such a policy will not change the current working conditions of the Faculty.

2. This MOU is not precedent-setting and cannot be used as evidence of a practice or policy at the College.

Delta College:	 <small>DocuSigned by:</small> _____	Date: <u>7/14/2020</u>
Delta College Faculty Association, MEA/NEA:	 <small>DocuSigned by:</small> _____	Date: <u>7/14/2020</u>
Faculty Executive Committee Chair:	 <small>F94D9200F3B6417...</small>	Date: <u>7/14/2020</u>