



Republic of the Philippines  
**Department of Education**  
REGION X – NORTHERN MINDANAO  
**SCHOOLS DIVISION OF MISAMIS ORIENTAL**

Office of the Schools Division Superintendent

November 14, 2023

**DIVISION MEMORANDUM**

No. 685 s. 2023

**DIVISION ORIENTATION ON UNDERSTANDING SEXUAL  
ORIENTATION, GENDER IDENTITY, GENDER EXPRESSION AND SEX  
CHARACTERISTICS (SOGIESIC): CONCEPTS, ISSUES, AND CONCERNS.**

To: All Public Schools District Supervisors / Districts In-charge  
All Division Office Personnel  
This Division

1. DepEd Misamis Oriental is committed to integrate the principles of gender equality, gender equity, gender sensitivity, non-discrimination, and human rights into the provision and governance of basic education.
2. In this light, the Division Office will conduct an orientation on Sexual Orientation, Gender Identity, Gender Expression and Sex Characteristics (SOGIESIC) on December 15, 2023. The venue will be announced on a separate Division Memorandum.
3. Participants to this activity are the Public Schools District Supervisors, Districts In-charge, and all the Division Office Personnel.
4. Travel, meals and other expenses related to the conduct of this activity shall be charged to Local Funds subject to the usual accounting and auditing rules and regulations.
5. Wide dissemination with this Memorandum is hereby enjoined,

  
**EDILBERTO L. OPLENARIA, EdD, CESO V**  
Schools Division Superintendent 

SGOD, SMN- CATHY



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## 4 STRATEGIC QUESTIONS

### Name of Project : **GENDER EQUALITY: SHAPING A STABILIZED DEPED MISOR COMMUNITY.**

DepEd Misamis Oriental Division believes that Gender and Development focuses on the principle that acquiring knowledge and development is for all. Everyone in the office, male or female, whatever the rank is has the right to equal opportunities to achieve a full and satisfying life.

4 Strategic Questions	
1. What are we trying to accomplish and why?	<p>What :</p> <ol style="list-style-type: none"><li>1. To understand sexual orientation, gender identity and expression, and sex characteristics ( SOGIESC)</li><li>2. Describe health disparities impacting SOGIESC</li><li>3. SOGIESC Discrimination and Employment Policies / Practices.</li></ol> <p>Why :</p> <p>To integrate the principles of gender equality, gender equity, gender sensitivity, non-discrimination, and human rights into the provision and governance of basic education. This is in line with the DepEd's mandate to ensure access to quality basic education for all without discrimination in the context of sexual orientation, gender identity and expression, and sex characteristics</p>

2. How will we measure success and verification?	Increased employee's sensitivity to the implications of gender inequality through decreased number of cases involving gender-inequality.
3. What other conditions must exist?	Gender-Responsive Working Environment Increased employee's sensitivity to the implications of gender inequality
4. How do we get there? ( inputs)	<p>To conduct an orientation to discuss the importance of gender sensitivity in the work place. (sexual orientation, gender identity and expression, and sex characteristics ( SOGIESC)).</p> <p>To craft a tool to assess gender issues happened in the workplace and in school.</p> <p>Data sources from the Legal Office and the Guidance Counselors</p>

**LOGICAL FRAMEWORK FOR:  
GENDER EQUALITY: SHAPING A STABILIZED DEPED MISOR COMMUNITY.**

OBJECTIVES	SUCCESS MEASURES	VERIFICATION	ASSUMPTIONS ( factors affecting success)
<p><b>Goal :</b> To ensure access to quality basic education for all without discrimination in the context of sexual orientation, gender identity and expression, and sex characteristics</p>	<p><b>Goal Measures:</b></p> <ol style="list-style-type: none"> <li>1. Decreased Number of Cases due to Gender Equality.</li> <li>2. Increased number of Gender-Sensitive Employees of DepEd MisOr.</li> </ol>	<p><b>Goal Verification:</b></p> <ol style="list-style-type: none"> <li>1. Decreased number of cases across Misamis Oriental Division ( Data reported from the Legal Office and School Guidance Office)</li> </ol>	<ol style="list-style-type: none"> <li>1. Willingness to learn</li> <li>2. Attitude of the participants towards the topics and the speakers</li> <li>3. Environmental and Health Considerations</li> </ol>
<p><b>Purpose:</b> Conduct orientation on sexual orientation, gender identity and expression, and sex characteristics ( SOGIESC)</p> <p>Describe health disparities impacting SOGIESC discrimination and employment policies.</p>	<p><b>Purpose Measures:</b></p> <ol style="list-style-type: none"> <li>1. Updated Sex-disaggregated data.</li> <li>2. To protect the Rights of every member in DepEd MisOr Community</li> </ol>	<p><b>Purpose Verification:</b></p> <ol style="list-style-type: none"> <li>1. To assess the understanding of the employees on gender-equality</li> </ol>	<p><b>ASSUMPTIONS ( factors affecting success)</b></p> <p>Lack understanding on sexual orientation, gender identity and expression, and sex characteristics ( SOGIESC)</p>

<p><b>Outcomes:</b></p> <p>Lesser number of Cases reported in relation to Gender Related issues and concerns.</p>	<p><b>Outcome Measures:</b></p> <p>Decreased number of issues and concerns related to sexual orientation, gender identity and expression, and sex characteristics ( SOGIESC)</p>	<p><b>Outcome Verification:</b></p> <p>Generate Data from the Division Legal Office</p>	<p><b>ASSUMPTIONS (factors affecting success)</b></p> <p>Some cases will not reported or properly documented</p>
<p><b>Inputs:</b></p> <p>To conduct an orientation to discuss the importance of gender sensitivity in the work place. (sexual orientation, gender identity and expression, and sex characteristics ( SOGIESC)).</p>	<p><b>Input Measures:</b></p> <p>Well informed DepEd MisOr Employees on sexual orientation, gender identity and expression, and sex characteristics ( SOGIESC)</p>	<p><b>Input Verification:</b></p> <p>Attendance of the Participants</p> <p>Pictures</p>	<p><b>Assumptions:</b></p> <p>Attitude of the participants towards the topics and the speakers</p> <p>Willingness to learn</p> <p>Environmental and Health reasons</p>

Prepared by :

*Catherine Anne S. Balanay*  
**CATHERINE ANNE S. BALANAY, PhD.**  
 Division GAD Coordinator

Recommending Approval

*Maria Teresa M. Absin*  
**MARIA TERESA M. ABSIN, PhD.**  
 SGOD Chief

*For: Erlinda G. Dael*  
**ERLINDA G. DAEL, PhD, CESE**  
 Asst. Schools Division Superintendent

APPROVED:

*Edilberto L. Oplenaria*  
**EDILBERTO L. OPLENARIA, EdD.CESO V**  
 Schools Division Superintendent



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**Division Orientation on Understanding Sexual Orientation, Gender Identity and Expression, and Sex Characteristics (SOGIESC): Concepts, Issues, and Concerns**

December 15, 2023

TIME	ACTIVITY	PERSON IN-CHARGE
9:00AM- 10:00AM	Registration	Carmen Lourdes Madrid Gine M. Señara
10:00am- 10:30am	Preliminaries: <ul style="list-style-type: none"><li>- Invocation</li><li>- National Anthem</li><li>- Acknowledgment of Participants</li> <li>- Welcome Remarks</li> <li>- Statement of Purpose</li> <li>- Message</li></ul>	<b>Dr. RHODORA L. GALLARES</b> ES-1 / SGOD  <b>ERLINDA G. DAEL, PhD, CESE</b> OIC Asst. Schools Div. Superintendent  <b>MARIA TERESA M. ABSIN, PhD.</b> Chief, SGOD  <b>EDILBERTO L. OPLENARIA, EdD, CESO V</b> Schools Division Superintendent
10:30am- 12:00nn	Laws Governing Sexual Orientation, Gender Identity and Expression, and Sex Characteristics (SOGIESC): Gender Responsive Basic Education Policy	<b>Atty. CHRISTOPHER F. PASCO</b> Division Legal Officer
12:00- 1:00pm	LUNCH BREAK	
1:00- 2:00pm	Health disparities impacting SOGIESC	<b>ENRIQUE MIGUEL M. DEGAMO, MD</b> Division Medical Officer III
2:00pm- 3:00pm	SOGIESC Discrimination and Employment Policies	<b>CIRILO K. RUBIATO II</b> Project Development Officer
3:00pm- 5:30pm	Presentation of District Accomplishment Reports	<b>ALL PSDS's and DICs</b>





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5:30pm	Closing Remarks	<b>GLADYS S. BANAC, PhD.</b> OIC- CID Chief
5:30pm to 8:00pm	Part II : Fellowship Dinner / Team Building Activities Presentation per Section	c/o Supply Office Personnel Dr. Ronjie Rosete

**RONJNIE ROSETE, PhD.**  
**MICHAEL MERVIN M. ACENAS**  
Hosts



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December 15, 2023

COMMITTEES	PERSONNEL INVOLVED	TASKS
Overall Head, TWG	<b>Chairman :</b> CATHERINE ANNE S. BALANAY <b>Members:</b> RHODORA L. GALLARES, PhD. GINO M. SEÑARA	Prepares the following documents relative to the conduct of the activity:  a. Training Design b. Activity Design c. Prepares terminal reports of the Activity d. Troubleshoots problem areas
Program and Invitation	<b>Chairman :</b> RONJIE ROSETE <b>Members:</b> MARK LLOREN TEJANO ELMAR G.ANOC C NIÑOJOMAR S. CABLAY	a. Prepares the Opening and Closing Program  b. Coordinates with the Registration Committee on the number of participants  c. Invites resource persons and delivers letters of invitation to the concerned persons
Venue and Registration	<b>Chairman :</b> ANGEL BAHIAN <b>Members:</b> CARMEN LOURDES MADRID	a. Ensures that all participants are registered b. Prepares Registration Form c. Submits attendance to the overall TWG d. Arrangement of the Venue  e. Ensures that the food will be served on time
Transportation	<b>Chairman :</b> FELLY QUEZON <b>Members:</b> JENNIFER ARIASA RALPH PAGARA MICHELLE MIGABON	a. Ensures the availability of transportation for all the participants



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Decoration / Lay for the Speakers	<b>Chairman :</b> CHERYL D. UBALDE  <b>Member:</b> MERCY AGUILAR GENERAL SERVICES SUPPLY OFFICE	a. Responsible for the decoration of the venue. b. Ensures that the venue is conducive for the training/ seminar
Documentation / Sound System / Technical Support	<b>Chairman:</b> ENGR. FREDDIEJUN DELIG  <b>Members:</b> VICENTE HALLAZGO II	a. Documents the proceedings of the Opening program, break out sessions and closing program b. Takes charge of the sound system, projector, laptops, and other related functions c. Takes charge of the sound system, projector, laptop and other related functions
Awards / Token / Certificates	<b>Chairman :</b> LILIAN B. SALAN  <b>Members:</b> ARLENE C. VALMORES CARMEN LOURDES MADRID	a. Prepares the Certificate of Participation, Recognition and Token for the Speakers
Advisers	EDILBERTO L. OPLENARIA, EdD  ERLINDA G. DAEL, PhD  MARIA TERESA ABSIN, PhD  GLADYS S. BANAC  ATTY. CHRISTOPHER PASCO  JANICE LOURDES S. RESURRECCION	a. To provide guidance and advice relating to the conduct of all the Division Gender and Development (GAD) activities. b. To perform a range of support to assist the GAD- Technical Working Group of the Division Office



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