



Republic of the Philippines
Department of Education
Region III
SCHOOLS DIVISION OF BULACAN

October 26, 2026

DIVISION MEMORANDUM

No. 500 s. 2026

**BUILDING BELONGING: STRENGTHENING INCLUSIVE, SAFE, AND EQUITABLE
LEARNING AND WORKING ENVIRONMENTS IN EDUCATION**

To: Assistant Schools Division Superintendents
CID and SGOD Chiefs
Education Program Supervisors
Public Schools District Supervisors
Elementary & Secondary School Heads
All Division Office Unit Heads
All Teaching and Non-Teaching Personnel
All Others Concerned

1. In line with the Department of Education's commitment to Gender and Development (GAD), inclusive education, and the promotion of safe, respectful, and equitable learning and working environments, the Schools Division of Bulacan shall conduct a three-day GAD Training titled ***BUILDING BELONGING: Strengthening Inclusive, Safe, and Equitable Learning and Working Environments in Education*** on November 3–5, 2026, at Monte Vista Hotspring and Conference Resort, Pansol, Calamba, Laguna.
2. The training aims to strengthen the awareness, understanding, and practical application of gender-responsive principles among Division Office personnel by promoting gender sensitivity, respect for diversity, inclusive communication, safe workplace relationships, and psychosocial wellness. Through facilitated discussions, reflective workshops, and participatory activities, the training shall encourage participants to translate GAD awareness into individual and organizational practices.
3. Specifically, the activity aims to:
 - a. Enhance participants' understanding of gender, diversity, inclusion, gender equality, and equity;
 - b. Strengthen awareness of safe spaces, gender-based violence prevention, gender-fair communication, and respectful workplace behavior;
 - c. Promote empathy, mutual respect, psychological safety, and inclusive relationships among personnel;
 - d. Support mental health, psychosocial wellness, and self-care in public service;
 - e. Encourage the integration of gender-responsive principles into office programs, activities, policies, and workplace practices; and
 - f. Establish individual and collective commitments toward sustaining a safe, inclusive, equitable, and gender-responsive Division Office.
4. The training matrix shall cover sessions on gender and development in the workplace; respect, diversity, and inclusion; safe spaces and the prevention of gender-based violence; gender-fair and inclusive communication; mental health and psychosocial wellness; and empathy and inclusive workplace relationships. Workshops and



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activities shall provide opportunities for participants to reflect on workplace practices, identify gender-related concerns, and formulate practical actions and commitments.

5. The following schedule, announcements, and logistical arrangements shall be observed by all participants:

a. **Day 1: November 3, 2026 (Tuesday)**

- The call time at the Schools Division Office shall be **5:30 AM**, with the buses scheduled to depart at **6:00 AM**. Participants are advised to arrive promptly to facilitate attendance checking and orderly boarding.
- The first meal to be served at the venue shall be morning snacks. The formal program shall commence at 10:00 AM.
- Participants shall enter through **Gate 202** of Monte Vista Hotspring and Conference Resort, as this entrance provides access to the Conference Building and the designated parking area for buses and private vehicles.
- The prescribed attire for Day 1 shall be the **GAD shirt** distributed during the National Women's Month observance last March 2026. Participants who do not have the said shirt shall wear any appropriate purple-colored top. Shorts shall not be worn.

b. **Day 2: November 4, 2026 (Wednesday)**

- Participants shall wear comfortable and appropriate clothing suitable for outdoor activities. They are advised to consider the nature of the scheduled activities and bring any personal necessities required for their comfort and safety.
- As part of the GAD Training, a Basketball Exhibition shall be conducted titled **"COURT FOR ALL: A GAD Basketball Exhibition for Respect and Inclusive Workplace Relationships"** to promote teamwork, mutual respect, inclusivity, and positive workplace relationships among Division Office personnel. The activity shall emphasize sportsmanship, cooperation, and respect for all participants, regardless of gender or background. It is intended not only as a recreational activity but also as an opportunity to demonstrate a gender-responsive and inclusive workplace.
- Two teams shall compete in a friendly exhibition game, with players drawn from a mix of personnel representing three functional divisions.
- The names of the identified players shall be assigned to either team through draw lots to ensure fairness and impartiality in team formation.
- The evening shall feature a socialization night titled, **"GAD in Action: Purity in Diversity"** with the attire theme **"Creative White."** Participants are encouraged to express their creativity by styling and combining white clothing and accessories they already own. In keeping with the principle of simplicity and mindful spending, participants are not expected to purchase new clothes or accessories for the occasion. Creativity, rather than expense, shall be the emphasis.
- As part of the socialization night, participants shall participate in a creative walk or parade, showcasing their interpretation of the Creative White theme. All participants are encouraged to take part in the activity in a manner that promotes enjoyment, confidence, respect, and inclusivity. A special award, **"Creative White of the Night,"** shall be



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given to one male and one female participant selected from the individual walk and parade.

- Following the individual walk, each functional division shall nominate two pairs of representatives to participate in the GAD Show, featuring a creative runway walk, a TikTok dance craze of their choice, and a brief question-and-answer with the members of the Division Office top management serving as judges. At the conclusion of the GAD Show, **three pairs shall be declared winners** based on the established judging criteria. The activity aims to promote creativity, camaraderie, inclusivity, and positive workplace relationships in a fun and engaging manner.
- After the GAD Show, the program shall continue with a **Night of Fun and Entertainment** featuring a Stand-Up Comedian, providing participants with an opportunity to relax, enjoy, and strengthen fellowship among colleagues.
- Participants are encouraged to make use of their existing white attire and accessories and are reminded that creativity, simplicity, and active participation shall be valued over the expense of their outfits. No participant shall be required to purchase new clothing or accessories for the activity.

c. **Day 3: November 5, 2026 (Thursday)**

- Participants may wear clothing of their choice, provided it is decent, appropriate, and comfortable for the sessions and closing activities.
6. All participants shall observe punctuality and active participation throughout the three-day training. They are expected to attend the sessions and workshops, accomplish the required evaluation instruments, and contribute to the reflection and commitment-setting activities. Participants shall also observe proper conduct, respect individual differences, and maintain a safe and inclusive environment throughout the activity.
 7. Expenses relative to the conduct of the activity shall be charged against the Division Gender and Development (GAD) Fund, subject to the applicable budgeting, accounting, procurement, and auditing rules and regulations.
 8. This Memorandum shall serve as the **Travel Authority** for the participation of the identified Division Office personnel in the activity, subject to existing DepEd policies and applicable travel and administrative requirements.
 9. Immediate and wide dissemination of this Memorandum is desired.


CECILIA E. VALDERAMA, PhD, CESO VI
Schools Division Superintendent



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Enclosure No. 01 to Division Memorandum No. 500, s. 2026

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November 3–5, 2026 | Monte Vista Hotspring and Conference Resort

DAY 1

Time	Session/Activity	Person/s Involved
9:00AM-10:00AM	Arrival and Registration	TWG
10:00AM-10:10AM	Opening Program	TWG
10:10AM-10:15AM	Welcome Remarks	Maria Celina L. Vega, CESO VI ASDS
10:15AM-10:20AM	Purpose Overview	Rainelda M. Blanco, PhD SGOD Chief
10:20AM-10:45AM	Inspirational Message	Cecilia S. Valderama, PhD, CESO VI Schools Division Superintendent
10:45AM–12:00NN	Session 1: Unlocking Human Potential: Where Gender Really Matters	Jaime T. Tugade, PhD, CESE, RGC OIC ASDS
12:00NN-1:00PM	LUNCH	
1:00PM-3:00PM	Session 2: Foundations of Respectful Gender and Development in the Workplace	Pastor Edgardo Macarasig Education Program Specialist II, ALS
3:00PM-3:15PM	Health Break	
3:15PM-4:30PM	Workshop: Wall of Respect and Inclusion Consolidation of Participants' Reflections, Messages, and Practical Reminder for Respectful Workplace	Pastor Edgardo Macarasig Education Program Specialist II, ALS
4:30PM-5:00PM	End of Day Evaluation and Announcements	TWG
5:00PM-6:00PM	Personal Time	
6:00PM onwards	Dinner	



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DAY 2

Time	Session/Activity	Person/s Involved
6:00AM-8:00AM	Breakfast	
8:00AM-8:15 AM	Preliminaries	TWG
8:15AM-8:30AM	Recap of Day 1 and Energizer	TWG
8:30AM-10:00 AM	Session 3: Safe Spaces and the Prevention of Gender-Based Violence	Outdoor GAD Activity
10:00AM-10:15AM	Health Break	
10:15AM-12:00NN	Session 4: Gender-Fair and Inclusive Communication	Outdoor GAD Activity
12:00NN-1:00PM	Lunch Break	Secretariat
1:00PM-2:00PM	Session 5: Mental Health, Psychosocial Wellness, and Self-Care in Public Service	Outdoor GAD Activity by SHNU
2:00PM-3:00PM	Workshop: GAD in Action – From Awareness to Workplace Practice	Outdoor GAD Activity by SHNU
3:00PM-3:15PM	Health Break	
3:15PM-5:45PM	Empathy, Respect, and Inclusive Workplace Relationships	Outdoor GAD Activity: COURT FOR ALL: A GAD Basketball Exhibition for Respect and Inclusive Workplace Relationship
	Gender-Fair Communication and Inclusive Workplace Strategies	
5:45PM-6:00PM	End of Day Evaluation and Announcements	TWG
6:00PM-7:00PM	Dinner	
7:00PM-12:00MN	Socialization Night GAD in Action: Purity in Diversity	



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DAY 2: SOCIALIZATION NIGHT

GAD in Action: Purity in Diversity

Time	Activity	Person/s Involved
6:00PM-7:00PM	Dinner	
7:00PM-7:20PM	Individual Walk/Parade of Creative White	All Participants
7:20PM-7:35PM	GAD Show: Creative Runway Walk of the 2 Pairs of Representatives from Each Functional Division	Six Pairs of Representatives
7:35PM-7:45PM	TikTok Dance Craze of Each Pair/Individual	Six Pairs of Representatives
7:45PM-8:00PM	Simple Q&A	Six Pairs of Representatives
8:00PM-10:00PM	A Night of Fun and Entertainment	Stand-Up Comedian
10:00PM	Announcement of Winners from the GAD Show	TWG
10:00PM-12:00MN	Socialization	All Participants



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DAY 3

Time	Session/Activity	Person/s Involved
6:00AM-8:00AM	Breakfast	
8:00AM-8:30AM	Preliminaries	TWG
8:15AM-8:30AM	Recap of Day 2 and Energizer	TWG
8:30AM-9:15AM	Sharing of Insights and Reflection from OSDS	OSDS Representative
9:15AM-10:00AM	Sharing of Insights and Reflection from CID	CID Representative
10:00AM-10:45AM	Sharing of Insights and Reflection from SGOD	SGOD Representative
10:45AM-11:00AM	GAD Pledge of Commitment	All Participants
11:00AM-11:30AM	Post-Training Evaluation and Closing Program	TWG
11:30AM-12:00NN	Photo Opportunity	
12:00NN-1:00PM	Lunch	
1:00PM	Home Bound	

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Enclosure No. 02 to Division Memorandum No. 600, s. 2026

LIST OF PARTICIPANTS
BUILDING BELONGING: STRENGTHENING INCLUSIVE, SAFE, AND EQUITABLE
LEARNING AND WORKING ENVIRONMENTS IN EDUCATION
November 3–5, 2026 | Monte Vista Hotspring and Conference Resort

NO.	NAME	DESIGNATION
1	Cecilia E. Valderama, PhD, CESO VI	Schools Division Superintendent
2	Maria Celina L. Vega, CESO VI	ASDS
3	Jaime T. Tugade, PhD, CESE, RGC	OIC-ASDS
4	Jamaica Desiree Marcelino	ADA IV
5	Camille Mallari	Administrative Staff
6	Jessa Lyn C. Bartolome	ADAS III
7	Franz Mark A. Cruz	Driver
8	Maribel D. Enriquez	ADAS II
9	Atty. Elmer D. Lopez	Atty. III
10	Renzel Torres	Admin. Staff
11	Ivan Vince P. Bodoso	Admin. Staff
12	Victoria O. Madrigal	Administrative Officer V
13	Marvin Laderas	Driver
14	Francis Owen Jaminal	ADA IV
15	Vergel Bodoso	ADA I/Security Guard
16	Juanito Santos	Utility
17	Franciso Salonga	ADA I
18	Bienvenido DG. Reyes Jr.	Admin Staff
19	Generosa Roque	Utility
20	Jessie Manuel Pontanos	Driver
21	Candido Bello	Security Guard
22	Marco Paolo M. Victoriano	Information Technology Off.I
23	Mhizzi Carol A. Mallari	Administrative Staff
24	R-Jay V. Labios	Technical Assistant II
25	Ronald Salvador	Administrative Assistant II
26	Edris Dalangin	Technical Assistant II
27	Edrian Christian Reyes	Technical Assistant II
28	Loradel Balbin Pasco	Administrative Officer IV
29	Karen Mineth Torres Danganan	ADAS III
30	Hana Molina Hernandez	ADAS III
31	Mariane T. Manarang	ADAS III



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32	Charlotte Joyce Cruz Casimiro	ADAS III
33	Lloyd Victoria Cunanan	Admin. Aide VI
34	Wella Patricia Fernando	Admin Staff
35	April Rose Pascual Roldan	Admin Staff
36	Fresly John Mercado Corpuz	Admin Staff
37	Czarina A. Laderas	Admin Staff
38	Christine Lyn C. Tuazon	Admin Staff
39	Marc Lawrence Panganiban	Admin Staff
40	Kristine Joy Tico De Jesus	Administrative Officer II
41	Marilyn Dimla Santos	ADAS III
42	Mariella Mae Bernardo	ADAS III
43	Pauline Hilario Calayag	ADAS III
44	Gelene Anne Angeles Santos	ADAS II
45	Shiela Mae Bulaong	ADAS II
46	Diane M. Dela Isla	Admin Staff
47	Marizelle Claire Estinos	
48	Lorena P. Bodoso	Administrative Officer IV
49	Kirsty Hanna DC. Caparas	ADA VI
50	Alfredo S. Lopez III	Admin. Staff
51	Angelica DS. De Guia	Admin. Staff
52	Ana Patricia C. Cruz	Admin Staff
53	Brieyan Rence R. Fajardo	Admin. Staff
54	Jose Levy G. Santos	ADA IV (Designated L.O)
55	Shairo R. Centeno	ADAS III
56	Rhialyn O. Del Rosario	ADAS II
57	Dave Lanz Tiglao	Admin. Staff
58	Jonnalyn D. Gonzalez	Accountant III
59	Ronalyn Paulino	ADAS III
60	Richard Tiongson	ADAS III
61	Noel D. Salcedo	Administrative Assistant III
62	Arlene B. Caparas	Administrative Assistant III
63	Sheryl A. Dela Peña	Administrative Assistant III
64	Rosalyn B. Dela Cruz	Admin Staff
65	Hazel Theri B. Caisip	Admin Staff
66	Rolhen Kille Moreno	Admin Staff
67	Rosell DC. Santos	Admin Staff
68	Alvin V. Suriben	ADMIN OFFICER V/ Budget Officer
69	Melissa Cabal Rodriguez	ADAS III



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70	Adrian M. Doroja	Adas I
71	Yaneleen Grace Cruz	Adas III
72	Mary Ann Santos	Admin Staff
73	Rona Jema R. Mercurio	Administrative Officer IV
74	Ivy Debhanny S. Cabañal	ADA VI
75	Cecilia Protestante	Administrative Assistant II
76	Jason Sanchez	ADA VI
77	Jose Marie R. Marcelo	Admin Staff
78	Dan Harvey D. Castro	Administrative Officer IV
79	Federico Sanvictores Jr.	AO II
80	Ding Marie C. Torres	Admin. Staff
81	Dolores L. Santos	Admin. Staff
82	Clarisse Madelyn F. Trillana	Admin. Staff
83	Atty. Cornelio Pacala	Attorney V
84	Jossa Castillo	Admin. Staff
85	Rainelda M. Blanco, PhD	Chief Supervisor, SGOD
86	Jay-Arr C. Tayao	Education Program Supervisor, SGOD
87	Paulo Eduardo C. Cruz Jr.	P.O III/Planning and Res.
88	Maribel Perez	SEPS II/Planning and Res.
89	Bryan Amiel F. De Jesus	SEPS II/SMN
90	Ma. Lourdes J. Patag	SEPS II/MNE
91	Cristian Paul M. De Guzman	SEPS II/HRD
92	Ma. Jesusa V. Pampilon	EPS II/SMN
93	Mark Joven V. Ramos	EPS II/MNE
94	Pedro G. Lacap	PDO II/DRRM
95	Engelbert Dela Cruz	PDO I
96	Jennifer O. Daguman	PDO I
97	Mariel T. Austria	PDO I
98	Antoinette C. De Guzman	Architect III/ TA IV
99	Michael Ebreo	Engineer III/detailed
100	Redhen Jade D. Velasquez	SGOD Tech Asst/Sports Focal Person
101	Ma. Victoria M. Torbeles	ADA I
102	Mary Jane P. Galang	Admin Staff
103	John Lester P. Santiago	TA I - P&R
104	Moises Lerick P. Santillana	TA I - Sports
105	Vilma Q. Aguas, DMD	Dentist II
106	Gloria L. Ocana, DMD	Dentist II
107	Chefer Froilan Fernandez, DMD	Dentist II



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108	Roselle R. Ramos, DMD	Dentist II
109	Elmer J. Villareal, DMD	Dentist II
110	Cherrie T. Alba	Nurse II
111	Lucia Jane C. Chico	Nurse II
112	Cecille C. Dineros	Nurse II
113	Marites C. Evangelista	Nurse II
114	Angeles Guevarra Jr.	Nurse II
115	Ma. Leonora Ignacio	Nurse II
116	Yolanda G. Jimenez	Nurse II
117	Gary L. Lopez	Nurse II
118	Marie Anthonette T. Panganiban	Nurse II
119	Mariezel M. Sulit	Nurse II
120	Melda L. Villanueva	Nurse II
121	Joseph Jones C. Silverio	Nurse II
122	Mylene B. Dela Cruz	Nurse II
123	Prescious S. Baluyot	Nurse II
124	Jezliah C. Ureta	Nurse II
125	Maelyn C. Delos Santos	Nurse II
126	Leandro S. Baluyot III	Nurse II
127	Anita C. Apostol	Nurse II
128	Sherwin D.R. Joaquin	Nurse II
129	Julie Ann L. Mariano	Nurse II
130	Kalvin Louis A. Jose	Nurse II
131	Charity Grace V. Igaya	Nurse II
132	Arminda R. Valentino	Nurse II
133	Editha E. Bequizo	Nurse II
134	Lester Jeo Libao	Nurse II
135	Bernadette D.R. De Jesus	Nurse II
136	Analyn T. Cruz	Nurse II
137	Job Angelo P. Bonus	Nurse II
138	Stephany Lapig	Nurse II
139	Edison De Ocampo	Dental Aide
140	Jose T. Isip	Dental Aide
141	Ferdinand S. Lugo	Dental Aide
142	Ramiro P. Pascual	Dental Aide
143	John Donovan T. Caling	Support Staff/COS
144	Alino Mauro R. Gatdula	Admin Staff/COS
145	Mark Leomil Perez	Support Staff/COS



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146	Aaron Fredd C. Apostol	Support Staff/COS
147	John Russel C. De Jesus	Admin Staff/COS
148	Cecilia S. Custodio, PhD	Chief Supervisor, CID
149	Marilene G. Ramos	EPSvr, LRDMS
150	Virgilio L. Laggui	EPSvr, Araling Panlipunan
151	Agnes R. Bernando	EPSvr, ALS
152	Marinella Pengson	EPSvr, Science
153	Jay Arr V. Sangoyo	EPSvr,, English
154	Anastacia N. Victorino	EPSvr, Filipino
155	Joel I. Vasallo	EPSvr, TLE
156	Perlita G. Pagdanganan	EPSvr, Kindergarten/SNED
157	Francisco B. Macale	EPSvr, Mathematics
158	Glenda S. Constantino	PDO II, LRDMS
159	Joannarie C. Garcia	Librarian II, LRDMS
160	Carlito C. Bernil Jr.	Education Program Specialist II, ALS
161	Mylene Isidro	Education Program Specialist II, ALS
162	Shiela Marie Castillo	Education Program Specialist II, ALS
163	Armando Nabong Jr.	Education Program Specialist II, ALS
164	Edgardo Macarasig	Education Program Specialist II, ALS
165	Gloria S. Suguitan	ADA VI
166	Remilyn M. Sulit	Admin Staff
167	Nora G. Manalo, PhD	PSDS, Norzagaray West District
168	Ana-Liza Villanueva, PhD	PSDS, San Ildefonso North District
169	Daniel V. Ortega, EdD	PSDS, San Ildefonso South District
170	Edelmira S. Dorega, PhD	PSDS, San Miguel South District
171	Guillermo J. Flores, EdD	PSDS, Angat District
172	Ma. Niña P. Avendaño, PhD	PSDS, San Rafael West District
173	Carlito Dela Cruz, EdD	PSDS, Sta. Maria West District
174	William C. Ortega	PSDS, Pulilan District
175	Marisa V. Ortega	PSDS, San Rafael East District
176	Teresita B. Alquiza, PhD	PSDS, Pandi South District
177	Priscilla SM. Navarro, EdD	PSDS, Bustos District
178	Anabell R. Palomo, PhD	PSDS, Plaridel District
179	Gilbert M. Agapito, PhD	PSDS, Calumpit North District
180	Lorelina G. Sierra, EdD	PSDS, Balagtas District
181	Leonora V. Bergado, EdD	PSDS, San Miguel North District
182	Ma. Neriza F. Fanuncio, EdD	PSDS, Guiguinto District
183	Esperanza F. Perez, EdD	Pandi North District



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184	Rafael Rubio, PhD	PSDS, San Miguel Central District
185	Racquel D. Salazar, PhD	PSDS, Bulakan District
186	Jonar C. David, EdD	PSDS, Bocaue District
187	Priscila P. Iliscupidez, PhD	PSDS, Marilao South District
188	Maximo C. Herrera, EdD	PSDS, Norzagaray East District
189	Dulce Regina F. Flores, PhD	PSDS, Obando District
190	Alexander C. Cruz, PhD	PSDS, Calumpit South District
191	Alexander I. Adonis , PhD	PSDS, Marilao North District
192	Lourdes T. Villena, PhD	PSDS, Hagonoy West District
193	Ma. Lorena B. Cardenas, PhD	PSDS, DRT District
194	Revelyn Maniego, PhD	PSDS, Secondary



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TECHNICAL WORKING GROUP

NAME	DESIGNATION	ROLE
Cristian Paul M. De Guzman	SEPS, HRD	Program Lead
Ma. Lourdes J. Patag	SEPS, SMME	Evaluation
Paulo Eduardo Cruz	Planning Officer III	Food and Room Coordination
Victoria O. Madrigal	AO V	Activity Coordinator
Redhen Jade Velasquez	Technical Officer I	Secretariat
Mariel T. Austria	PDO I	Certificates
Jennifer Daguman	PDO I	Public Affairs
Christine Lyn C. Tuazon	Administrative Staff	Master of Ceremony
Mark Joven Ramos	EPS II, SMME	ACR/Evaluation
Ma. Jesusa V. Pampilon	EPS II, SMN	ACR
John Lester P. Santiago	TA I - P&R	PPT Presentation
Dan Harvey Castro	AO IV	Technical
R-Jay V. Labios	Administrative Staff	Documentation
Edrian Christian S. Reyes	Administrative Staff	Technical Logistics
Edris R. Dalangin	Administrative Staff	Technical Logistics
Ronald G. Salvador	Administrative Staff	Tarpaulin Layout
Moises Lerick P. Santillana	Technical Officer I	SGOD Attendance
Remelyn Sulit	Administrative Staff	CID Attendance
Rhialyn O. Del Rosario	Administrative Staff	OSDS Attendance
Dave Lanz Tiglao	Administrative Staff	Logistics
Shairo Centeno	Administrative Staff	Logistics