



9600-4292

Republic of the Philippines
Department of Education
Negros Island Region
SCHOOLS DIVISION OF SAGAY CITY

June 23, 2025

DIVISION MEMORANDUMNo. 370, s. 2025**2025 Pride Month Celebration**

To: Assistant Schools Division Superintendent
Chief Education Supervisors – CID & SGOD
Public Schools District Supervisors
Public & Private Elementary and Secondary School Heads
All Others Concerned

1. Attached are DM-OUHROD-2025-1438, dated May 22, 2025, and RM 064, series of 2025, both titled **2025 Pride Month Celebration**.

2. In relation to this, the suggested activities are detailed in the attachments of the aforementioned memorandums. All school heads and concerned offices are requested to lead the implementation of the following activities:

a. Participation in Webinar Sessions

All personnel are encouraged to join the webinar sessions on June 25, 2025, at 8:00 AM, which will be broadcast nationwide via the DepEd Philippines Facebook Page. These sessions aim to promote diversity, inclusivity, and acceptance.
Pride March

b. Celebrate the LGBTQIA+ community through a "Walk with Pride" to foster unity and camaraderie. (June 24, 2025)

At the Central Office, all personnel are encouraged to participate. At the division and school levels, all DepEd personnel are likewise encouraged to join the Pride March by wearing creative and colorful attire.

c. School-Level Implementation (June 27, 2025)

School heads, particularly those in Junior High School and Senior High School, are expected to take the lead in organizing and facilitating Pride Month activities at their respective school levels. This entails fostering a safe, respectful, and inclusive environment for all learners and personnel, regardless of gender identity or sexual orientation. **School heads are encouraged to implement meaningful initiatives** that promote awareness, acceptance, and celebration of the LGBTQIA+ community, in support of the Department's commitment to uphold diversity, equity, and human rights in education.


3. The objective of this activity is to recognize individual difference, promote inclusivity and equality in the DepEd community, and celebrate the contribution of the members of the LGBTQIA+ community.

4. The **submission of the accomplishment report for this activity should be done online by uploading the report, photos, and videos to the respective DepEd Tayo school page.**

5. The expenses for conducting this activity in schools will be charged to the School GAD Funds and/or their School MOOE. Meanwhile, expenses for management at the division office will be charged to the Division GAD Funds, subject to the usual accounting and auditing rules and regulations.

6. It is understood that in the conduct of this activity there shall be no discrimination in the provision of such partnership on account of age, school, gender, civil status, disability, religion or other similar factors, personal circumstances that run counter to the principles of equal opportunity.

7. Immediate dissemination and compliance with this Memorandum are desired.


DANNIE CLARK M. UGUIL
OIC-Schools Division Superintendent



Enclosure
Reference
Allotment
No. of Pages
To be indicated in the Perpetual Index
FN: JPB/GAD

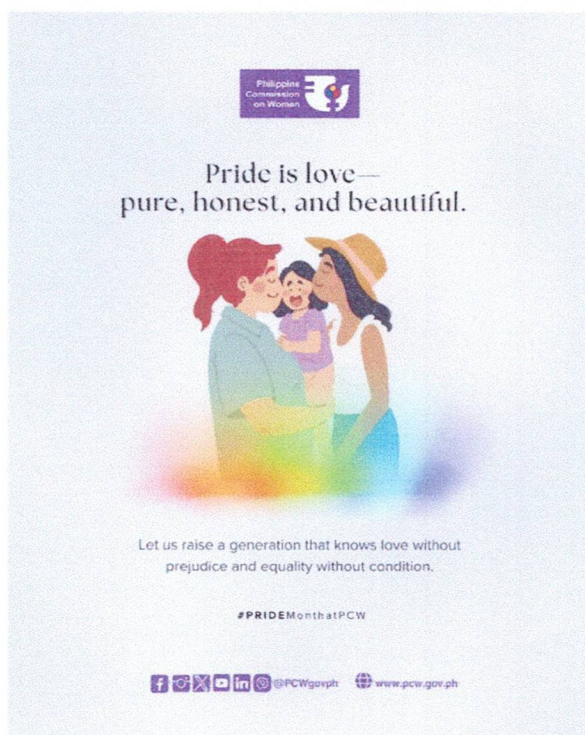
: as stated
: DM-OUHROD-2025-1438 dated May 22, 2025 and RM 064 s. 2025
: N/A
: _____
To be indicated in the Perpetual Index under the following subjects:
SGOD GAD



Sitio Chloe, Brgy. Rizal, Sagay City, Negros Occidental
Telephone Nos. 488-02-15; 722-0597/ sagaycity001@deped.gov.ph



Republic of the Philippines
Department of Education
Negros Island Region
SCHOOLS DIVISION OF SAGAY CITY





Republic of the Philippines
Department of Education
NEGROS ISLAND REGION

JUN 16 2025

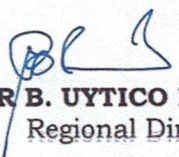
REGIONAL MEMORANDUM

No. 004 s. 2025

2025 PRIDE MONTH CELEBRATION

To: OIC-Assistant Regional Director
Schools Division Superintendents
All Others Concerned

1. Attached is DM-OUHROD-2025-1438 dated May 22, 2025 titled 2025 Pride Month Celebration.
2. Attention is particularly invited to paragraphs 3 and 4 of this Memorandum.
3. Immediate dissemination of and compliance with this Memorandum are desired.


RAMIR B. UYTICO EdD, CESO III
Regional Director

Encl: As stated
Reference: DM-OUHROD-2025-2025
To be indicated in the Perpetual Index
under the following subjects:

CAMPAIGN CELEBRATIONS AND FESTIVALS

EDY/HRDD-RM-2025 Pride Month Celebration
004/June 16, 2025



Address: Batinguel, Dumaguete City, 6200
Telephone Nos:
Email Address: nir@depd.gov.ph
Website:
<https://sites.google.com/depd.gov.ph/nir/home>



Republika ng Pilipinas


Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
DM-OUHROD-2025-1438

TO : Undersecretaries
Assistant Secretaries
Bureau and Service Directors
Regional Directors
Schools Division Superintendents
Public and Private Elementary and Secondary School Heads
All Others Concerned

FROM :  **WILFREDO E. CABRAL**
Undersecretary
Human Resource and Organizational Development

SUBJECT : 2025 PRIDE MONTH CELEBRATION

DATE : 22 May 2025

The Department upholds its commitment to inclusive governance and employee welfare by developing and implementing policies and programs aligned with the various anti-discrimination and rights-based international statutes, frameworks, treaties, laws, and regulations that used to highlight Equal Employment Opportunity Principle (EEOP) policies around the world, including the Philippines.

The DepEd Order No. 32, s. 2017 titled *Gender-Responsive Basic Education Policy* mandates the Department to mainstream gender perspectives in all its programs, projects, and activities (PPAs). One of the gender mainstreaming activities identified in the said Order is the celebration of Pride month every June which recognizes the contribution of the members of the LGBTQIA+ community in the basic education sector.

In this connection, the Department of Education, through the Bureau of Human Resource and Organizational Development - Employee Welfare Division (BHROD-EWD) spearheads the conduct of this year's Pride Month celebration titled "**Pride & Prejudice: A Journey Toward Acceptance and Inclusivity.**"

The DepEd GAD Focal Point System shall organize series of activities ranging from Webinar Sessions, Pride March, and setting up of Medical Mission booths to celebrate



Room 102, Rizal Building, DepEd Complex, Meralco Ave., Pasig City 1600
Telephone Nos.: (+632) 86337206, (+632) 86318494
Email Address: usec.hrod@deped.gov.ph | Website: www.deped.gov.ph

Doc. Ref. Code	CO-OUHROD-F003	Rev	00
Effectivity	03.23.23	Page	1 of 4



aforementioned activity (**See Annex A for Schedule of Activities for 2025 Pride Month Celebration**):

- a. **Webinar Sessions:** To be broadcasted nationwide through the Facebook Page of DepEd Philippines to promote diversity, inclusivity, and acceptance;
- b. **Pride March:** Walk with Pride to honor our LGBTQIA+ community in the Department and promote camaraderie among Central Office personnel; All DepEd Personnel are encouraged to join the Pride March by dressing up in something creative and colorful. The DepEd Bahaghari, in partnership with Pantay Organization, will also be setting up a booth to distribute Pride Month-related items and promote Pantay Organization's advocacy; and,
- c. **Medical Mission:** RedScope Philippines and LoveYourself Philippines to offer health services in line with the promotion of safe sex, family planning, and HIV Awareness.

The objective of these activities is to recognize individual difference, promote inclusivity and equality in the DepEd community, and celebrate the contribution of the members of the LGBTQIA+ community.

Likewise, field offices and schools may adopt the same subject to the existing guidelines provided for by the Department. To provide more information on these activities, an advisory and/or poster will be released subsequently.

For further questions and clarifications, please contact the BHRD-EWD GAD Secretariat through telephone numbers at (02) 8633-7229 / (02) 8635-3760 or email at gfps.secretariat@deped.gov.ph.

For your information.

[BRHOD-EWD/Botardo]



Room 102, Rizal Building, DepEd Complex, Meralco Ave., Pasig City 1600
Telephone Nos.: (+632) 86337206, (+632) 86318494
Email Address: usec.hrod@deped.gov.ph | Website: www.deped.gov.ph

Doc. Ref. Code	CO-OUHRD-F003	Rev	00
Effectivity	03.23.23	Page	2 of 4



**SCHEDULE OF ACTIVITIES FOR THE
2025 PRIDE MONTH CELEBRATION**

Theme: **"Pride & Prejudice: A Journey Toward Acceptance and Inclusivity"**

JUNE 24, 2025 – PRIDE MARCH		
<i>*To be included in the proposed program for DepEd 127th Founding Anniversary</i>		
TIME	ACTIVITY	TO BE LED BY
8:10 am	Everyone is encouraged to wear something creative and colorful in celebration of our LGBTQIA+ community!	GAD Secretariat
8:30 am	Start of Pride March with Drum and Lyre Accompaniment	GAD Focal Point System Members DepEd Bahaghari DepEd KagawaRUN LoveHand Club BHROD EWD
9:00 am	End of Parade / Start of DepEd 127 th Anniversary Proper Program	BHROD EWD

JUNE 25, 2025 – WEBINAR SESSION		
TIME	ACTIVITY	
8:15 am	I. Preliminaries a) Philippine National Anthem b) Invocation c) Quality Policy Statement	GAD Secretariat
8:30 am	II. Welcome Remarks	WILFREDO E. CABRAL Undersecretary for Human Resource and Organizational Development
8:40 am	III. Introduction of the Resource Speaker	GAD Secretariat
8:45 am	IV. Queering It Up!: How Art Expression foster Queer-Inclusivity in the Community Q & A	Resource Person
9:45 am	V. SOGIE 101: Introduction to SOGIE and Inclusivity Tools Q & A	Resource Person
10:45 am	VI. Human Immunodeficiency Virus (HIV) Awareness Talk Q & A	Resource Person

11:45 am	VII. Closing Remarks	MARIO M. BERMUDEZ Director III, Officer-in-Charge, Office of the Director IV Bureau of Human Resource and Organizational Development
----------	----------------------	---

JUNE 26, 2025 - GENERAL HEALTH SERVICES DepEd Central Office Clinic, Mabini Building		
TIME	SERVICES OFFERED	PARTNER
9:00 am to 3:00 pm	Safe Sex and Family Planning Promotion to prevent HIV/AIDS	RedScope Ph
	HIV Testing	LoveYourself Ph



Room 102, Rizal Building, DepEd Complex, Meralco Ave., Pasig City 1600
Telephone Nos.: (+632) 86337206, (+632) 86318494
Email Address: usec.hrod@depd.gov.ph | Website: www.depde.gov.ph

Doc. Ref. Code	CO-OUHR0D-F003	Rev	00
Effectivity	03.23.23	Page	4 of 4

