



August 24, 2017

DIVISION MEMORANDUM
NO. 540, s. 2017

**Seminar-Workshop on Teaching Tolerance: The Responsibility and Accountability Roles of
LGBT Teachers in a Gender-Expansive-Diverse Classroom**

**TO: Assistant Superintendents
Chiefs/EPSSs/Coordinators/SEPPS/ EPS IIs
Public Schools District Supervisors/OICs
Elementary/Integrated/Secondary School/s Principals/Heads/TICs
All Others Concerned/LGBTQ Teachers**

1. This Office announces the conduct of the three-day **“Seminar-Workshop on Teaching Tolerance: The Responsibility and Accountability Roles of LGBT/Gay Teachers in a Gender-Expansive-Diverse Classroom”** on September 6-8, 2017 (Wed-Fri) at DepEd Ecotech Center with the partner service provider Golden Peak Hotel, Gorordo Ave., corner Escario St., Cebu City. The training starts on a Wednesday (September 6th) and ends on a Friday (September 8th). Registration is at 6:00AM-7:30AM on Day 1 (One)/Wed. The Opening Program will start at exactly 8:00AM. at the Plenary Hall/5th floor of Golden Peak Hotel. The first meal/snack will be served at 9:00AM on Day 1 (One). Closing Program will be at around 4:00PM on Day Five (5)/Friday.

2. This learning event is designed in order to explore the potential of **positive working relations** to deliver a **supportive discussion and information or awareness among LGBT/Q teachers**. This further aims to provide LGBTQ teachers with the opportunity to have positive conversations with other LGBTQ professionals, get relevant support and share best practices in the classroom. The **Division thru the L & D Section/Unit** is hopeful that having this learning event intended for the LGBT community or teachers, they, in the exercise of their duties and responsibilities in the classrooms and/or school community they will become effective role models without fear as well as leading **champions of equality and diversity** as well as good examples of **positive behavior** as they interact with students, teachers and other stakeholders regardless of their **sexual identify or gender orientation**.

3. **At the end of this learning event, the participants are able to:**

- 3.1 Identify the roles/duties and responsibilities of LGBT teachers in the classroom;
- 3.2 Communicate best practice guidelines when working with other LGBT people, students/pupils and other staffs in schools;
- 3.3 Facilitate discussion of the language of LGBT both positive and negative;
- 3.4 Explore and challenge personal values through discussion and collaboration;
- 3.5 Explore what homophobic behavior and bullying look like and how to support an individual in this situation;
- 3.6 Reflect the different policies or laws dealing on LGBT and bullying in schools; and

3.7 Identify key issues pertaining to physical, mental and psychosocial health among LGBT teachers/professionals.

4. Participants for this training are LGBTQ teachers whose names were submitted by the PSDSs from the different school/s districts. There are **152 participants** for this training. Please see attached **official/final list of participants** as well as the **TRAINING MATRIX**. Only those in the attached listing are allowed to participate. Teachers who are in the attached listing but cannot attend or will not attend on this training are directed to submit a **letter of explanation to the SDS Office**, duly noted by the PSDS in the district.

5. If there are still **GAY/LGBTQ teachers** in the schools/districts who are not included in the attached listing, **PSDSs are directed to submit immediately the names** or list via email at **v_ybanez@yahoo.com (no emails from individual schools, please)**. If there are still training funds available, a second batch on this kind of training/learning event may be conducted.

6. Participants are **directed to come on time**. Participants from Bantayan and Camotes Islands and those who need to travel more than **four (4) hours** from their point of origin in going to the training venue are given Day Zero (0). Check-in time is at around **5:00PM** on Tuesday/September 5th. However, meals of those who are given Day Zero (0) or those who will come prior to the actual conduct of the training (Day 0), will be considered as their own expense/s or counterpart for this training.

7. The **Nurse Section (Attn: Mr. Reynaldo Payot)** is also hereby directed to assign at least **two (2) nurses** with the necessary **First Aid Kit/tools/medicines** during the entire duration of the training.

8. This **Memorandum** serves as **Travel Authority** of the **participants, support staffs**, trainers, admin/logistics/technical training support personnel as well as the other members of the training team/management.

9. Travelling expenses of the participants or **LGBT teachers** shall be charged to the **schools' MOOE** while travelling expenses of the speakers/trainers from the Division shall be charged to the **Division's MOOE**. **Expenses for the food or meals/snacks, lodging accommodations, materials given to the participants/trainers (if there are any) and other related/incidental costs for this training shall be charged to the Division's HRTD/GAD Funds (with counterpart from the Cebu Provincial Capitol/CPADAO Funds)**, subject to its availability and the usual accounting/auditing rules and regulations.

10. **Wide dissemination of and strict compliance of this Memorandum is hereby directed.**


RHEA MARA ANGTUD, Ed.D., CESO VI
Schools Division Superintendent

Enclosure to Div. Memo # _____

Title of Training/Activity: "Seminar-Workshop on Teaching Tolerance: The Responsibility and Accountability Roles of LGBT (Gay) Teachers in a Gender-Expansive-Diverse Classroom"

OFFICIAL LIST OF PARTICIPANTS (152 PAX)

#	Family Name	First Name	MI	SCHOOL	DISTRICT
1	ENOLBA	ROMAN CHARLIE	M.	ALCOY NHS	Alcoy
2	Guardiario	Jerome	V.	Madrideos NHS	Alegria
3	Kagakit	Antonio	P.	Sta. Filomena NHS	Alegria
4	Baylosis	Juvy Gil	L.	Valencia ES	Alegria
5	Lastimoso	Romeo	G.	Legaspi ES	Alegria
6	Legaspina	Jovanni	B.	Libo ES	Alegria
7	Manaba	Noel	B.	Alegria CES	Alegria
8	Patatag	Joey	A.	Angilan NHS	Aloguinsan
9	Pefanio	Jhon Rico	N.	Angilan NHS	Aloguinsan
10	Yongco	Eric	G.	Aloguinsan NHS	Aloguinsan
11	Dayanan	Moses	G.	Aloguinsan CS	Aloguinsan
12	Manguilimotan	Joshua	A.	Tuyokon ES	Aloguinsan
13	Gumera	Pompeyo	C	Badian NHS	Badian
14	Benemerito	Cecelio	V.	Badian NHS	Badian
15	Gramatica	Lester	D.	Tubod NHS	Badian
16	Aventurado	Conrado	A	Tubod Elem. School	Badian
17	Batomalague	Zosimo	L.	Abucayan ES	Balamban 2
18	Calvo	Rafael	P.	Buhingtubig ES	Balamban 2
19	Cayron	William	L.	Buanoy NHS	Balamban 2
20	Cortez	Elelias	T.	Buanoy NHS	Balamban 2
21	Fuentes	Dindo	C.	Buanoy NHS	Balamban 2
22	Laya	Rosendo Jr.	S.	Buanoy NHS	Balamban 2
23	Dawa	Edgar	R.	Sillon IS	Bantayan 2
24	Layese	Rene	R.	Atop Atop ES	Bantayan 2
25	Borbon	Christopher	P	Barili CS	Barili 1
26	Candilada	Victor	T.	Balao NHS	Barili 1
27	Faar	Benedict	C.	Balao NHS	Barili 1
28	Perpetua	Ian Gehrome	I.	Balao NHS	Barili 1
29	Calonge	Nathaniel		Lunop NHS	Boljoon
30	Mendoza	Jose Ruel	R.	Boljoon NHS	Boljoon
31	Ong	Louren	K.	Boljoon NHS	Boljoon
32	Sala	Levie		El Pardo NHS	Boljoon
33	Arias	Harris	P.	Catmon Integrated	Catmon
34	Butaya	Lyndon	D.	Duyan ES	Catmon
35	Colis	Crisol	R.	Catmon Integrated	Catmon
36	Colinares	Brendo	P.	Agsuwao ES	Catmon
37	Molejon	Charvie	M.	Panalipan ES	Catmon
38	Pontillas	Jobelle	M.	Tabili ES	Catmon
39	Sucalit	Saturnino	C.	Panalipan ES	Catmon

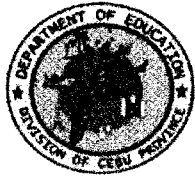
40	Sudaria	Hildebrando	C.	Basak ES	Catmon
41	Gelig	Ramie	Q.	Consolacion CS	Consolacion
42	Paramel	Christopher	A.	Consolacion CS	Consolacion
43	Villamor	Abegail	R.	Consolacion CS	Consolacion
44	Antolijao	Nilo	B.	Tayud NHS	Consolacion
45	Lordan	Nestor	D.	Tayud NHS	Consolacion
46	Tanucan	Louie Adrian	M.	Tayud NHS	Consolacion
47	Tumongha	Bienvenido Jr.	C.	Cansaga ES	Consolacion
48	Bio	John Clifford	H.	Cansaga ES	Consolacion
49	Apos	Rodrigo	A.	Consolacion NHS-Ev.	Consolacion
50	Bulao	Kevin	B.	Lanipga NHS	Consolacion
51	Comparativo	Ian		Jugan NHS	Consolacion
52	Laurente	Nestor	G.	Consolacion NHS-Ev.	Consolacion
53	Matbagon	Eldie		Jugan NHS	Consolacion
54	Narandan	Rene Jun	G.	Cabangahan NHS	Consolacion
55	Ong	Ramil		Jugan NHS	Consolacion
56	Baguio	Christopher Mark	S.	Bangbang E/S	Cordova
57	Inoc	Teocris	A.	Bangbang E/S	Cordova
58	Macan	Agapito	E.	Gilutongan IS	Cordova
59	Obrigon	Ariel	R.	Cordova NHS	Cordova
60	Pacaldo	Robertson	N.	Cordova NHS	Cordova
61	Arreglo	Alejandro	A.	Daanbantayan CS	Daanbantayan 1
62	Arrozal	Jefferson	M.	Bateria ES	Daanbantayan 1
63	Coyoca	Jeffrey	V.	Daanbantayan CS	Daanbantayan 1
64	Diaz	Dario	L.	Daanbantayan CS	Daanbantayan 1
65	Monterde	Generoso	Y.	Daanbantayan CS	Daanbantayan 1
66	Pepito	Lorina		Daanbantayan CS	Daanbantayan 1
67	Rosell	Noel	A.	Daanbantayan CS	Daanbantayan 1
68	Tayactac	Salvador	D.	Paypay ES	Daanbantayan 1
69	Villamor	Nemesio, Jr.	R.	Pangadlawan ES	Daanbantayan 1
70	Abella	Roldan	L.	S.K. Luis P. Cañete, Sr. NHS	Daanbantayan 1
71	Briones	Clyde	M.	Daanbantayan NHS	Daanbantayan 1
72	Dublin	Johnrey	D.	Daanbantayan NHS	Daanbantayan 1
73	Capangpangan	Rodulfo, Jr.	C.	Daanbantayan NHS	Daanbantayan 1
74	Cuyos	Carlos	P.	Daanbantayan NHS	Daanbantayan 1
75	Gallego	Archie	S.	Bakhawan NHS	Daanbantayan 1
76	Gulfan	Joncel	C.	Daanbantayan NHS	Daanbantayan 1
77	Lumongsod	Nemuel	A.	Bakhawan NHS	Daanbantayan 1
78	Monterde	Denver	V.	Paypay NHS	Daanbantayan 1
79	Sieras	Jan Jan	D.	Daanbantayan NHS	Daanbantayan 1
80	Similong	Lucrecio	D.	Bakhawan NHS	Daanbantayan 1
81	Suico	Jimmy	S.	Paypay NHS	Daanbantayan 1
82	RODRIGO	LIMWEL	S	TAPILON CES	Daanbantayan 2
83	DUBLIN	ROMMEL	C	TAPILON CES	Daanbantayan 2
84	CANALES	IRVEN	Y	AGUJO ES	Daanbantayan 2
85	DELA BAJAN	MICHAEL	C	LANAO ES	Daanbantayan 2

86	NOVAL	ALEXANDER	D	TALISAY ES	Daanbantayan 2
87	BELORIA	STEVE		CARNAZA ES	Daanbantayan 2
88	LANCHINEBRE	LOMEL	M	TAGASA ES	Daanbantayan 2
89	Jakosalem	Jonathan	G	Dumanjug NHS	Dumanjug
90	Bagaboyboy	Eric	B.	Lilo-an NHS	Liloan
91	Delgado	Paul	D.	Lilo-an NHS	Liloan
92	Ponce	Patterson		Lilo-an NHS	Liloan
93	Cabahug	Raymund	V.	Tayud ES	Liloan
94	Lisondra	Gerry	S.	Tayud ES	Liloan
95	Tagalog	Joselito	C.	Tayud ES	Liloan
96	Pino	Jeremias	O.	Curva ES	Medellin
97	Pardillo	Jose	C.	Manduang IS	Minglanilla II
98	Penafior	Mark Anthony	R.	Manduang IS	Minglanilla II
99	Baruquin	Jovep		Lipata NHS	Minglanilla II
100	Quiqui	Louie	R.	Lipata NHS	Minglanilla II
101	Unabia	John Elmer	B.	Lipata NHS	Minglanilla II
102	Rufila	Richard	S.	Tubod NHS	Minglanilla II
103	Sabinay	Jeff Paul Nino	G.	Tungkil NHS	Minglanilla II
104	Erojo	Vicente	S	Busay ES	Moalboal
105	Salas	George Ian		Buguil ES	Moalboal
106	LUNA	DANE	B	OSLOB NHS	Oslob
107	RONOLO	WELMER	S	OSLOB NHS	Oslob
108	PARAGELE	JEMAR	R	NUEVA CACERES ES	Oslob
109	FIGUES	JEYSON	S	LOOC ES	Oslob
110	DELOS SANTOS	NORMAN	R	HAGDAN ES	Oslob
111	RENDON	RANDOLF	F	PUNGTOD NHS	Oslob
112	Villarante	Asterio	F	Lanao NHS	Pilar
113	Pontillas	Francis	C.	Pilar Central Sch	Pilar
114	Chiong	Chester John	R.	Pilar Central Sch	Pilar
115	Baron	Achilles	P.	Rizal ES	Pinamungajan 2
116	Ortega	Archibal	A.	Lamac ES	Pinamungajan 2
117	Dumoran	Miqueas	D	Hagnaya ES	San Remigio 1
118	ARMENION	KHUO	M	LUYANG NHS	San Remigio 2
119	GESTA	EFREN	A	BAGTIK ES	San Remigio 2
120	MAGLASANG	GEFREDO	S	ANAPOG IS	San Remigio 2
121	ARMENION	KHUO	M	LUYANG NHS	San Remigio 2
122	DILAO	JOHN MELITO	P.	KINAWAHAN IS	San Remigio 2
123	GESTA	EFREN	A	BAGTIK ES	San Remigio 2
124	MAGLASANG	GEFREDO	S	ANAPOG IS	San Remigio 2
125	Armechin	Jessie	P.	Takay ES	Sogod
126	Armodia	Jayson	A.	Sogod CS	Sogod
127	Arnado	Elmer	B.	Lantawan ES	Sogod
128	Baguio	Rheymond	M.	Lubo ES	Sogod
129	Diaz	Jake	C.	Damolog ES	Sogod
130	Menchavez	Duque	O.	Damolog ES	Sogod
131	Tinapay	Edgar	M.	Tabunok ES	Sogod

132	Pasaol	Randy	O.	Sogod NHS	Sogod
133	Requillo	Sherwin	R.	Calumboyan NHS	Sogod
134	Coberos	Catalino Jr.	Q.	Santa Fe Central ES	Sta. Fe
135	Illustrisimo	Reynante	D.	Pooc ES	Sta. Fe
136	Gilbuena	Jessrel	E.	Santa Fe NHS	Sta. Fe
137	Tibay	John Michael	G.	Santa Fe NHS	Sta. Fe
138	Ungod	Victor	S.	Kinatarcan NHS	Sta. Fe
139	Duarte	Anthony	B.	Santa Fe NHS	Sta. Fe
140	Gilbuena	Peter	C.	Marikaban IS	Sta. Fe
141	Licayan	Joel	Y.	Doña Liling Neis NHS	Tabogon
142	Fernandez	Adonis		Daan Lungsod ES	Tuburan 1
143	Genobesa	Johnnder	L.	Kampoot ES	Tuburan 1
144	Patiño	Lemuel		Putat NHS	Tuburan 1
145	Gallardo	Evangeline	F.	Tuburan CES	Tuburan 1
146	Fernandez	Adonis		Daan Lungsod ES	Tuburan 1
147	Genobesa	Johnnder	L.	Kampoot ES	Tuburan 1
148	Patiño	Lemuel		Putat NHS	Tuburan 1
149	Davide	Daryll	P.	Colawin NHS	Argao 2
150	Davide	Rodigo Jr.		Colawin NHS	Argao 2
151	Sarda	Jojit	F.	Bulasa NHS	Argao 2
152	Gallardo	Evangeline	F.	Tuburan CES	Tuburan 1

-NOTHING FOLLOWS-

Enclosure to Div. Memo # _____



Republic of the Philippines
Department of Education
Region VII, Central Visayas
DIVISION OF CEBU PROVINCE
Sudlon, Lahug, Cebu City



Training Matrix

Title of Activity/Event: "Seminar-Workshop on Teaching Tolerance: The Responsibility and Accountability Roles of Gay/LGBT Teachers in a Gender-Expansive-Diverse Classroom"

Number of Pax: 152 Date/s: September 6-8, 2017

Venue: Golden Peak Hotel, Escario St., corner Gorordo Ave., Cebu City

DAY 1 (WEDNESDAY)/September 6th

Activities/Group	Time	Duration	Person/s Responsible/Speaker
Registration	6:59- 7:59AM	60 mins.	Training Team/OD
National Anthem	8:00- 8:03AM	3 mins.	Multimedia
Sugbo Hymn	8:03- 8:05AM	2 mins.	Multimedia/National Anthem (Instrumental, no pictures in the screen)
Prayer	8:06- 8:08AM	2 mins.	Multimedia
Words of Welcome	8:09- 8:13AM	5 mins.	Training Team
House Rules	8:14- 8:20AM	6 mins.	Training Team
Roll Call	8:21- 8:25AM	5 mins.	Training Team
Leveling of Expectations/Statement of Purpose/Rationale	8:26- 8:30AM	5 mins.	Training Team
	8:30AM- 12:01Noon	210 mins.	Keynote Lecture by: SDS Dr. Rhea Mar A. Angtud on the topic: LGBT TEACHERS in SCHOOL POLICIES: CREATING A POSITIVE SCHOOL CLIMATE and CULTURE
	12:02- 12:59PM	57 mins.	LUNCH BREAK
	1:00PM- 5:00PM	240 mins.	HIV and Other Sexually Transmitted Infections (STI) Prevention by DR. ILYA A. TAC-AN (DOH)

DAY 2 (THURSDAY/September 7th)			
Breakfast	6:00- 7:30AM	90 mins.	
Management of Learning (MOL)	7:31- 7:59AM	28 mins.	Assigned Host/s
	8:00- 12:00Noon	240 mins.	Understanding Diversity and Cultural Competence for LGBTQ/Prevention of Homophobic and Transphobic Bullying and Support of LGBTQ Students/Teachers by: Dr. Jose Garry R. Napoles
LUNCH BREAK	12:01- 12:59	58 mins.	Break
	1:00- 3:00PM	120 mins.	Alcohol and Substance Abuse Prevention of LGBT Teachers by: Dr. Manuel Delos Santos, Psychologist/Consultant (CPADAO)
	3:01- 5:31PM	150 mins.	Supporting LGBT Teachers' Mental and Psychosocial Health by: Dr. Manuel Delos Santos, Psychologist/Consultant (CPADAO)
DAY 3 (FRIDAY/September 8th)			
Breakfast	6:00- 7:30AM	90 mins.	
Management of Learning (MOL)	7:31- 7:59AM	28 mins.	Assigned Host/s
	8:00- 10:00AM	120 mins.	Child Protection Laws by: Atty. Orville dela Cerna
	10:01- 12:01PM	120 mins.	Procedures in Handling Child Bullying Cases/Child Abuse Cases by: Mrs. Jean O. Gurrea
LUNCH BREAK	12:02-12:59	57 mins.	Lunch
	1:00- 2:00PM	60 mins.	CLOSING PROGRAM

Prepared by:

VICTOR A. YBAÑEZ, DM, EdDD, PhD

SEPS-HRD

vay/2017