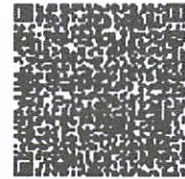


Republic of the Philippines
Department of Education
REGION IV-A CALABARZON



HRDD-RM-2025-451

20 June 2025


Regional Memorandum
No.451 s.2025

2025 PRIDE MONTH CELEBRATION

To **Regional GAD Focal Point System**
Schools Division Offices
All Others Concerned

1. In reference to DM-OUHRD No. 1438, s. 2025, titled '2025 Pride Month Celebration,' this Office joins the Department of Education in celebrating the vibrant and diverse teaching, related-teaching, non-teaching personnel, and learners of this region. In line with this celebration, this Office also encourages Schools Division Offices (SDOs) to recognize the contributions of the LGBTQIA+ community members by organizing activities that promote diversity and inclusion.
2. As a region that is a staunch advocate of Gender and Development (GAD), this Office commits to implementing the PPAs enshrined in DepEd Order No. 32, s. 2017, known as Gender-Responsive Basic Education Policy. This Policy includes the mainstreaming activity of celebrating Pride Month every June to recognize the contributions of the LGBTQIA+ community in basic education.
3. Relative to this celebration, the Schools Division Offices (SDOs) and schools may adopt the activities, subject to the existing guidelines provided for by the Department. Please refer to the attached DepEd Memorandum. The conduct of these activities shall be included in the Annual GAD Accomplishment Report.
4. Immediate and wide dissemination of this Memorandum is desired.


ATTY. ALBERTO T. ESCOBARTE, CESO II

 Regional Director

06/ROH3-H1



Address: Gate 2, Karangalan Village, Cainta, Rizal
Telephone No.: 02-8682-2114
Email Address: region4a@deped.gov.ph
Website: depedcalabarzon.ph



Certificate No. PHP QMS
22 93 0085



W/ PW




ORD-UM01-2025-540

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

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 BHROD-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]

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