



# **Tarlac State University GENDER AND DEVELOPMENT OFFICE**

# **FY 2021 ANNUAL ACCOMPLISHMENT REPORT**

## SUMMARY OF ACTIVITIES FOR 2021

### Roadmap A – Resource Management Development Plan

#### A.1 Infrastructure, Facilities, and Equipment Development

KEY RESULT AREA (ROADMAP)	DATE	ACTIVITY/ VENUE	PERSONS/ OFFICE INVOLVED
Infrastructure Development	January 29, 2020	Attended the Inauguration and Blessing of Food Technology Research Center at FTRC Building, Villa Lucinda Extension Campus	Dr. Rita E. Pulmano
Equipment Development	July 22, 2021	Reproduction and distribution of IEC Materials on GAD Laws to students	GAD Office

#### A.2 Executive, Faculty and Personnel Development

KEY RESULT AREA (ROADMAP)	DATE	ACTIVITY/ VENUE	PERSONS/ OFFICE INVOLVED
Executive Development	January 19, 2021	Attendance to Special Academic Council Meeting and Special Administrative Meeting 2021	Dr. Rita E. Pulmano
	February 10, 2021	Attendance to “1 <sup>st</sup> Regular Administrative Council Meeting 2021 via ZOOM Cloud Meeting	Dr. Rita E. Pulmano
	February 23, 2021	GAD Coordinators and Staff Meeting via ZOOM Cloud Meeting	Dr. Rita E. Pulmano Christal Galle S. Aguas College GAD Coordinators
	March 4, 2021	2021 VPRES Strategic Planning Activity for 2021-2022 at “Bale Mi”, Brgy. Balanti, Tarlac City	Dr. Rita E. Pulmano
	March 30, 2021	Annual University Planning 2021-2022	Dr. Rita E. Pulmano
	April 6, 2021	Attendance to the “Special Administrative Meeting” via ZOOM	Dr. Rita E. Pulmano
	June 22, 2021	“Webinar on Positive Psychology in the Workplace” via ZOOM Meeting	Dr. Rita E. Pulmano
	October 14, 2021	Attendance to the Administrative Council Meeting via ZOOM meeting	Dr. Rita E. Pulmano
Executive Development Faculty Competency Development (Teaching) and Personnel Competency Development (Non-Teaching)	July 16, 2021	Webinar-Workshop on Gender Analysis and GAD Tools: Mainstreaming GAD through the use of the Harmonized Gender and Development Guidelines (HGDG) in the Flagship Programs, Activities, and Projects (PAPs) in the University – 8:00 AM – 5:00 PM via ZOOM	GAD Office Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas Ms. Marita C. Pimentel (PCW Resource Pool) HRDMO TSU faculty and personnel
	August 10, 2021	Attendance to the “2 <sup>nd</sup> Academic Council Meeting” via ZOOM	Dr. Rita E. Pulmano
	August 12, 2021	Attendance to “3 <sup>rd</sup> Regular Administrative Council Meeting” via ZOOM	Dr. Rita E. Pulmano
	November 12, 2021	Attendance to the 3 <sup>rd</sup> Regular Academic Council Meeting and 4 <sup>th</sup> Administrative Council Meeting via ZOOM Meeting	Dr. Rita E. Pulmano
Executive Development	December 2-3, 2021	Attendance to the VPRES Strategic Planning 2021 @ Hotel Supreme, Baguio City	Dr. Rita E. Pulmano

Personnel Competency Development (Non-Teaching)			Ms. Christal Galle S. Aguas
Executive Development	December 13-15, 2021	Attendance to the University Planning 2021 at The Manor at Camp John Hay, Baguio City	Dr. Rita E. Pulmano
	December 16-17, 2021	Two-Days Online Training on Gender Mainstreaming and GAD Planning and Budgeting for TSU GFPS and Administrative Council	Dr. Rita E. Pulmano GAD Staff and Coordinators GFPS Execom and TWG Administrative Council
Faculty Competency Development (Teaching) and Personnel Competency Development (Non-Teaching)	March 23 & 30 2021	2021 National Women' Month Celebration Webinar Series on " <u>Mental Health and Well-being</u> " and "Spiritual Care and Wellness"	Dr. Ma. Gia Grace B. Sison Rev. Fr. Raymund S. Cruz GAD Staff HRDMO – TAOD
	August 11, 2021	Webinar on Necessity and Legality of Non-Disclosure Agreement	Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas
Faculty Competency Development  Personnel Competency Development (Non-Teaching)	December 7 & 9, 2021	Two Days Culminating Activity for the 18-Day Campaign to End Violence Against Women (VAW)	Mr. Bryan Jan Dizon GAD staff and coordinators TSU officials and employees
	December 9, 2021	Virtual Gender Sensitivity Orientation for the Newly Hired Employees of TSU	Ms. Sheila Jane L. Gonzales Mr. Jon-Ville Caliboso Ms. Ma. Katrina Rivera Ms. Christal Galle S. Aguas Newly hired and assigned employees
Faculty Competency Development (Teaching)	June 17, 2021	Training on Research Paper Publication in an International Journal of Good Standing	Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas
	July 2, 13, & 20, 2021	"Flexible Learning All-in-One Solution for Higher Education Institutions in Region III (FLASHEIR III)	Dr. Rita E. Pulmano
	October 11, 2021	Participation in the "Privacy Impact Assessment Orientation-Workshop on RA 10173 – Data Privacy Act of 2012" via ZOOM meeting	Dr. Rita E. Pulmano
Personnel Competency Development (Non-Teaching)	January 15, 2021	Orientation on Employee Portal Use via ZOOM Meeting	Christal Galle S. Aguas
	January 21, 2021	Annual Performance Review and Strategic Planning	Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas
	March 17, 2021	Data Privacy Webinar Series: Understanding the Data Privacy Act of 2012 and Social Media vs. Data Privacy Law	Dr. Rita E. Pulmano Christal Galle S. Aguas
	March 24, 2021	Research Fairness Webinar: Equitable Partnerships in Science, Technology, and Innovation	Christal Galle S. Aguas

	April 6, 2021	Attendance at the webinar on “State of Public Health Emergency: COVID-19 Updates and Variants”	Dr. Rita E. Pulmano Christal Galle S. Aguas
	April 22-23, 2021	GAD Webinar and ISO 9001:2015 Refresher Course for all SAS Unit Heads and Staff	Dr. Rita E. Pulmano Mr. Marlon C. Dela Cruz SAS Unit Heads and Staff
	April 23, 2021	Attendance to “Awareness Seminar on ISO 9001: 2015 Document Information via MS Teams	Christal Galle S. Aguas
	May 26, 2021	Attendance to the webinar titled “Pause and Breath: A Mental Health Awareness” via ZOOM from 8:00 AM to 12:00 NN	Dr. Rita E. Pulmano Christal Galle S. Aguas
	June 4, 2021	Online Orientation on Property Accountability, Inventory Procedures, Disposal and Appraisal for TSU Employees via ZOOM Meeting	Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas
Faculty Competency Development / Personnel Competency Development (Non-Teaching)	September 7, 2021	“Customer Service in the New Normal” via ZOOM meeting	Dr. Rita E. Pulmano Ms. Christal Galle S.
	September 21-22, 2021	Webinar on “Covid-19 Updates” and “Stress Debriefing Session” via ZOOM meeting	Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas
Personnel Competency Development (Non-Teaching)	September 21-22, 2021	“Webinar-Workshop on Communication Strategies for Public Service” via ZOOM meeting	Ms. Christal Galle S. Aguas

### Roadmap B – Instructional Quality and Relevance Development Plan

KEY RESULT AREA (ROADMAP)	DATE	ACTIVITY/ VENUE	PERSONS/ OFFICE INVOLVED
Student Support Services Development	March 27 & 29, 2021	Webinar Series on “Mental Health Awareness: You Matter!” and “Gender Awareness and Equity”	Christal Galle S. Aguas Ms. Laarni T. Capinding Mr. Jeremiah Paul C. Silvestre Prof. Jovy P. Tomas College of Engineering and Technology – Student Council
	April 17, 2021	“Lusog Isip: Pagpapahalaga ng Kalagayan ng Kaisipan and Strengthening Youth Empowerment and Leadership” on April 17, 2021; 8:30 AM – 4:30 PM via ZOOM	Dr. Ronaldo A. Motilla EnP. Clifford M. Natividad Dr. Rita E. Pulmano Christal Galle S. Aguas Ms. Laarni T. Capinding (CASS-SC Adviser) CASS – Student Council
	May 3, 2021	“HANTAD: A Webinar on Anti-Violence Against Women and Their Children (VAWC) Act of 2004 (RA 9262) and The Anti-Sexual Harassment Act of 1995 (RA 7877)” via ZOOM from 8:00 AM to 12:00 NN	Dr. Rita E. Pulmano Christal Galle S. Aguas Prof. Gherold C. Benitez CTE – Student Council Officers
	May 10, 2021	“HUE MATTER” A Webinar Series on Gender Sensitivity Orientation and Young Adolescence	Dr. Rita E. Pulmano Christal Galle S. Aguas

		Fertility and Sexuality” via ZOOM from 8:00 AM to 12:00 NN	Mr. Oliver C. Cura Prof. Mary Jane N. Rigor CTE – Student Council Officers
Student Support Services Development  Faculty Competency Development  Personnel Competency Development (Non-Teaching)	June 25, 2021	GAD Webinar on “LGBTQ+ Rights and Sexual Orientation, Gender Identity and Expression, Sex Characteristics (SOGIESC)”	Dr. Jennifer C. Josef (UP-Baguio) Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas Prof. Gherold C. Benitez Ms. Maria Tiara Fatima F. Galang Supreme Student Council TSU Students, Faculty, and Personnel (Participants)
Student Support Services Development	June 30, 2021	“PRIDEcast: An InterTALAKtic TALAKAN 2021” is in line with the celebration of Pride Month 2021 via Facebook Live	Engr. Robert V. Marcos Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas Supreme Student Council Officers
Student Support Services Development	July 7, 2021	“Work Ethics and Anti-Sexual Harassment (WEASH) Webinar for the incoming interns of Bachelor of Technical and Vocational Technology Education Major in Food and Service Management – College of Teacher Education	GAD Office Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas CEJPS Unit Ms. Niña C. Garcia Ms. Crisly Hannah D. Gueco Prof. Gherold C. Benitez (SAS-SDS) Ms. Abigail P. Oficiar (TAU)
	August 5, 12, 19, & 26, 2021	Work Ethics and Anti-Sexual Harassment (WEASH) Webinar for Student Interns of the University via ZOOM Meeting	Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas Ms. Niña C. Garcia Ms. Crisly Hannah D. Gueco Prof. Gherold C. Benitez Dr. Wilmark J. Ramos Ms. Nikki Vergara
	August 23, 2021	“Webinar on R.A. 10175 – Cybercrime Prevention Act of 2021”	Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas Prof. Gherold C. Benitez Supreme Student Council Atty. Marco Polo E. Cunanan
	September 20, 2021	“Webinar on R.A. 11313 or known as the Safe Spaces Act (Bawal Bastos Law)” via ZOOM meeting	Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas Dr. Wilmark C. Ramos SAS – Student Discipline Unit Supreme Student Council Atty. Catherine Rose Diaz-Cunanan TSU Students

	September 27, 2021	“Kaagapay: Parents and Students – Together We Save Lives” via ZOOM meeting and Facebook live	Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas Supreme Student Council Dr. Gia B. Sison Students and Parents
	October 23, 2021	Facilitation of the “Mental Health Awareness Webinar: Maintaining Positivity Amidst Covid-19 Pandemic” via ZOOM	Mr. Oliver G. Cura Ms. Christal Galle S. Aguas CTEd – Student Council
Student Support Services Development	October 30, 2021	Facilitation of the webinar titled “Inclusivity, Equity, and Positivity: Promoting Mental Health Awareness”	Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas Mr. Oliver G. Cura Guidance and Counseling Unit Supreme Student Council
	October 26-30, 2021	Facilitation of the “Mental Health Awareness (MHA) Online Activities”	Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas Mr. Oliver G. Cura Guidance and Counseling Unit Supreme Student Council
Student Support Services Development	November 6, 2021	HIV/AIDS Awareness Webinar	Ms. Mary Gentes D. Peña Mr. Jabar Esmael Christal Galle S. Aguas Ms. Mikaela B. Laxamana TSU Supreme Student Council TSU Students
	November 13, 15, 20, & 22, 2021	GAD-CET “ADVOCASERYE” on Stress and Pressure Management	Mr. Oliver G. Cura Ms. Dianne Kristel M. Flores Ms. Danica Shaine S. Rirao Ms. Maria Mei Fatima S. Terania Mr. Miles Andrew C. Pimentel Ms. Christal Galle S. Aguas CET Student Council
	November 27, 2021	Webinar on Teenage Pregnancy “Kalinga sa Liawayway”	Dr. Lucila O. Sunga Dr. Rita E. Pulmano Christal Galle S. Aguas Ms. Mikaela B. Laxamana TSU Supreme Student Council TSU Students
	November 27 & 29, 2021	Webinar on RA 11313 known as the “Safe Spaces Act” (Bawal Bastos Law) for NSTP Students and CCS Students and Faculty	Atty. Catherine Rose Diaz-Cunanan NSTP Office CCS GAD Office

**Roadmap C – Research and Community Service Development**  
**C.1 Research Development**

KEY RESULT AREA (ROADMAP)	DATE	ACTIVITY/ VENUE	PERSONS/ OFFICE INVOLVED
Research Presentation and Publication Development	July 12, 19 & 26, 2021	Seminar-Workshop on Publication to IFRJ and MJST – 9:00 AM – 12:00 NN via ZOOM	Dr. Rita E. Pulmano
	July 29-30, 2021	“2021 University-wide Research Proposal Colloquium” – 8:00 PM – 5:00 PM via ZOOM Conferencing	Dr. Rita E. Pulmano Ms. Sheila Gonzales

**C.2 Community Extension Services Development**

KEY RESULT AREA (ROADMAP)	DATE	ACTIVITY/ VENUE	PERSONS/ OFFICE INVOLVED
Academe-Government Agencies Linkages Development	February 11, 2021	Served as Resource Speaker-Facilitator in the “Gender Sensitivity Training” at Camp Macabulos, Tarlac City	Dr. Rita E. Pulmano Ms. Sheila Jane L. Gonzales
	February 17, 2021	Attendance to “Webinar on Sexual Orientation and Gender Identity: Understanding the Coping Mechanisms of the Filipino Youth” via ZOOM Cloud Meeting	Dr. Rita E. Pulmano Christal Galle S. Aguas
	February 26, 2021	Attendance to Central Luzon Regional Development Council-III (RDC-III) Regional Gender and Development Committee (RGADC) 1 <sup>st</sup> Quarter Meeting	Dr. Rita E. Pulmano
	March 5, 2021	Attendance at the webinar on “Empowering Mental Health During Pandemic”	Dr. Rita E. Pulmano
	March 11, 2021	Attendance at the webinar on “Empowering Gender’s Emotions”	Dr. Rita E. Pulmano Christal Galle S. Aguas
	March 12, 2021	Interview with PIA-Tarlac RE: Tarlac State University’s initiatives in the 2021 National Women’s Month Celebration	Dr. Rita E. Pulmano
	March 18, 2021	Webinar on “Empowering Gender’s Health”	Dr. Rita E. Pulmano Christal Galle S. Aguas
	March 22, 2021	Webinar on Women in Diplomacy	Dr. Rita E. Pulmano Christal Galle S. Aguas Ms. Anna May Angeles Ms. Sylyn D. Rico
	March 24, 2021	Webinar on Laws and Policies in line with COVID-19	Christal Galle S. Aguas
	March 25, 2021	Webinar on “Discovering a Better Version of Her”	Dr. Rita E. Pulmano Christal Galle S. Aguas
	May 18, 2021	Attendance to the webinar titled “Moving Forward: Education in a Post Covid World	Dr. Rita E. Pulmano Christal Galle S. Aguas
	May 19, 2021	Attendance to the webinar titled “Innovating Philippine SUCs Towards a More Resilient Higher Education	Dr. Rita E. Pulmano Christal Galle S. Aguas
May 27, 2021	Attendance to the webinar titled “The Evolving Role of Women Entrepreneurs, Innovators, and Disruptors	Dr. Rita E. Pulmano Christal Galle S. Aguas Ms. Sylyn D. Rico Ms. Maritess O. Timbol	

			Mr. Julius Caesar Ramos
	June 7, 2021	“Webinar on Webinar on GAD: R.A. 9442 – Magna Carta for Disabled Persons and R.A. 9994 - Expanded Senior Citizens Act 2010”	Ms. Maria Tiara Fatima F. Galang Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas  Beneficiary: 2 <sup>nd</sup> Group Communications Electronics and Information Systems Service – Armed Forces of the Philippines – Camp Aquino, Tarlac
Academe- Government Agencies Linkages Development	June 7-10, 2021	“Training/Levelling Session on Basic GAD Concepts, SOGIESC, Gender Mainstreaming, Gender Analysis Tools and GAD Planning and Budgeting for Regional Gender and Development Committee (RGADC) III”	Ms. Maria Tiara Fatima F. Galang Prof. Christine Janelle M. Santiago
	June 22, 2021	Now Brewing: Kapihan with Pride 2021 via ZOOM	Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas
	June 29, 2021	GAD Focal Point System (GFPS) Technical Working Group 2 <sup>nd</sup> Quarter Meeting @ 9:00 AM at the Bulwagan ng mga Gobernador, Provincial Capitol Building, San Vicente, Tarlac City	Dr. Rita E. Pulmano
	June 30, 2021	Webinar on “Better Together: Solidarity and Allyship with the LGBTQI+ Community	Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas Supreme Student Council Officers
	July 6, 2021	Second Quarter Meeting of the Regional Gender and Development Committee (RGADC) III	Dr. Rita E. Pulmano
	July 19, 2021	Webinar on “Gender-Responsive in times of Pandemic”	GAD Office Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas UESO Mr. Jaylord Bernabe Mayantoc Central Elementary School
	August 18, 2021	Women on Patents Webinar Part 1 via ZOOM	Engr. Anna May Angeles Ms. Jenifer T. Bernardo
		“PCW-GAD Webinar 4 – Beyond Attribution: Use of Harmonized Gender and Development Guidelines (HGDG) to Mainstream GAD Elements in the Project Development Cycle”	Ms. Sheila Jane L. Gonzales Mr. Bryan Jan S. Dizon
	September 3, 2021	“Gender-Responsive Education Amidst Covid-19 Pandemic”	Dr. Rita E. Pulmano Ms Christal Galle S. Aguas Mr. Jaylord Bernabe Dueg High School, San Clemente, Tarlac



	September 28, 2021	Attendance to the “Third Quarter Meeting of the RGADC III”	Dr. Rita E. Pulmano
	October 8, 2021	Facilitated the “Gender Equality through School: Providing a Safe and Inclusive Learning Environment”	Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas Marawi National High School
	November 5, 2021	Attendance to the joint PGT GFPS and PCAT-VAWC 3 <sup>rd</sup> Quarter Meeting, 9:00 AM at Bulwagan ng mga Gobernador, Provincial Capitol Building, Tarlac City	Ms. Sheila Jane L. Gonzales
Academe-Government Agencies Linkages Development	November 26, 2021	RGADC III Advocacy Program to End VAW with the theme “VAW Free Community Starts with Me: Ending Violence Against Persons with Disabilities”	Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas
	December 7, 2021	Attendance to the Regional Gender and Development Committee (RGADC) III 2021 Fourth Quarter Meeting via ZOOM	Dr. Rita E. Pulmano

#### C.4 Gender and Development

KEY RESULT AREA (ROADMAP)	DATE	ACTIVITY/ VENUE	PERSONS/ OFFICE INVOLVED
Gender and Development	March 16, 2021	Kick-Off Activity for the 2021 National Women’s Month Celebration	Dr. Rita E. Pulmano Christal Galle S. Aguas Ms. Sheila Jane L. Gonzales Ms. Maritess Timbol
	March 26-30, 2021	2021 National Women’s Month Celebration Online Contests A. Spoken Poetry Contest B. Digital Poster Making Contest Short Video Advocacy Contest	GAD Staff OPA Staff
	November 25, 2021	Virtual Kick-Off Activity for the 18-Day Campaign to End Violence Against Women (VAW)	GAD Office

#### Roadmap: D – Institutional Quality Assurance Development Plan D.3 Quality Management System Development

KEY RESULT AREA (ROADMAP)	DATE	ACTIVITY/ VENUE	PERSONS/ OFFICE INVOLVED
Quality Management System Development	February 26, 2021	Submitted the TSU GAD Accomplishment Report FY 2020 via Gender Mainstreaming and Monitoring System (GMMS)	Dr. Rita E. Pulmano Christal Galle S. Aguas
	June 23, 2021	Attendance to the Review and Updating of Documentary Requirements on Context of the Organization (COTO)	Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas
	June 30, 2021	Attendance to the Review and Updating of Documentary Requirements on QMS Risk Assessment	Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas

	October 22, 2021	Submitted the University's Gender and Development (GAD) Plan and Budget FY 2022	Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas
	November 25, 2021	Submission of the revised GAD Plan and Budget FY 2021 and GAD Accomplishment Report FY 2020	GAD Office

### Other Accomplishments

DATE	ACTIVITY/ VENUE	PERSONS/ OFFICE INVOLVED
January 7, 2021	Organizational Meeting of the Task Force "Food Tech" for the inauguration and blessing of Food Technology Research Center at FTRC Building, Villa Lucinda Extension Campus	Dr. Rita E. Pulmano
January 14, 2021	Task Force "Food Tech" Meeting at TSU Hotel, Villa Lucinda Extension Campus	Dr. Rita E. Pulmano
January 22, 2020	Task Force "Food Tech" at TSU Hotel, Villa Lucinda Extension Campus	Dr. Rita E. Pulmano
February 18, 2021	Attendance to Project Procurement Management Plan (PPMP) 2022 Evaluation	Christal Galle S. Aguas
May 12, 2021	Attendance to the meeting of members of the committee for THE Impact Ranking via ZOOM	Dr. Rita E. Pulmano
May 14, 2021	Attendance to FTRC Meeting via ZOOM	Dr. Rita E. Pulmano
June 2, 2021	GAD Staff and Coordinators Meeting re: GAD Activities Proposal from June – December 2021 via ZOOM Meeting	Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas GAD Coordinators
October 29, 2021	GAD Staff and Coordinators Meeting via ZOOM	Dr. Rita E. Pulmano Ms. Christal Galle S. Aguas GAD Coordinators

## GAD MILESTONE OF ACCOMPLISHMENTS FY 2021

- On March 22, 2021, Dr. Rita E. Pulmano, Ms. Christal Galle S. Aguas, GAD Coordinators: Prof. Jovy P. Tomas, Ms. Sylyn D. Rico, and Ms. Anna May Angeles attended an international forum on “Women in Diplomacy” via ZOOM Meeting. The primary aim of this webinar is to discuss the state of play in gender equity and gender equality in diplomacy, especially following the EU’s new Action Plan on Gender Equality and Women’s Empowerment in External Action 2021-2025.
- As a major activity conducted for the annual celebration of the National Women’s Month, the TSU-GAD in coordination with HRDMO initiated a webinar series on “Mental Health and Well-being” and “Spiritual Care and Wellness” with the theme “Juana at Juan Laban sa Pandemya: Kaya!” on March 23 & 30, 2021 via ZOOM. which are the timely and relevant activities which may provide psychological support among women and men in managing their well-being in times of crisis and it provides a strong influence on an individual’s beliefs, emotions, behaviors, and faith in battling the challenges of these trying times. Through this webinar, practical tips may be provided for survival and recovery from the pandemic which includes extremities and insights into mental health and spiritual care as means of coping with work and home duties in times of crisis. Dr. Gia B. Sison served as Resource Speaker for the Mental Health topic while Rev. Fr. Raymund S. Cruz served as a resource speaker for the Spiritual Care topic. Likewise, the Gender and Development Office also invited Dr. Ma. Teresita M. Semana, the OIC Director of the Commission on Higher Education Regional Office III delivered an Inspirational Message in line with the nationwide celebration. Meanwhile, the said webinar was attended by Tarlac State University personnel and faculty with a total of two-hundred sixty-two (262) participants via ZOOM while other employees who are currently on a work-from-home schedule have access via live streaming through the Official Facebook page of TSU – Office of Public Affairs. The webinar concluded with an open forum where participants had the chance to seek psychological support and spiritual advice from the guest speakers.
- The TSU-GAD Office in partnership with SAS-SDS and Student Organizations Unit organized an activity in line with the celebration of the “Pride Month” titled “Webinar on LGBTQ+ Rights and Sexual Orientation, Gender Identity and Expression, and Sex Characteristics (SOGIESC)” held on June 25, 2021, via ZOOM and Facebook live. This activity is sought to promote equal justice and address discrimination and violence against the LGBTQ+ community. Dr. Jennifer C. Josef from UP Baguio served as Resource Speaker in the said webinar and she highlighted concepts on SOGIESC, equity, diversity, and inclusivity. After the discussion, an open forum was held where issues and concerns of the participants especially members of the LGBTQIA+ were addressed by the resource speaker. It was followed by the message or reaction from three student leaders from SSC and TSU Bahaghari. The activity was attended by a total of 158 (Male: 57; Female 101) participants coming from students, faculty, and personnel of the university. Moreover, the TSU-GAD, SAS-SDS, Student Organizations Unit staff together with the officers of the Supreme Student Council successfully facilitated the activity. As we celebrate Pride Month, this activity was meaningful among the organizers and participants as it promotes gender equality by emphasizing equal justice and equal opportunity encompassing all representations of sexual orientations and gender identities.
- TSU-GAD in partnership with the HRDMO organized and facilitated the webinar-workshop on “Gender Analysis and GAD Tools” to mainstream GAD through the use of the Harmonized Gender and Development Guidelines (HGDG) in the flagship programs, activities, and projects (PAPs) in the university on July 16, 2021, via ZOOM. The main purpose of this webinar workshop was to effectively pursue gender mainstreaming in all Programs, Activities, and Projects (PAPs) that the university undertakes. The TSU-GAD has invited *Ms. Marita C. Pimentel*, a PCW GAD Resource Pool Member and an independent GAD Consultant member. The activity was attended by a total of 137 (Male: 46; Female 91) participants coming from faculty and personnel who are involved in the flagship programs and special projects of the university. Moreover, the TSU-GAD, GAD Coordinators, and HRDMO-TAOD facilitated the activity.

- With the vision to strengthen the implementation of gender mainstreaming function on the Gender-Responsive Extension Program, TSU-GAD has established a total of five (5) external partnerships/linkage with Tarlac Police Provincial Office, Communications and Information System Service – Camp Aquino Armed Forces of the Philippines, Mayantoc Central Elementary School, Dueg High School, and Marawi National High School through the conduct of capacity building on GAD.
- TSU-GAD in partnership with SAS – Student Discipline Unit and Supreme Student Council conducted the 2<sup>nd</sup> GAD webinar proposed by the GAD Office titled “Webinar on R.A. 11313 known as the Safe Spaces Act (Bawal Bastos Law)” held on September 20, 2021, via ZOOM. The office has invited Atty. Catherine Rose Diaz-Cunanan as the resource speaker. The said webinar is focused on the commitment to address all forms of gender-based violence as well as strengthening the prevention and response to violence against women. It was participated by a total of 484 students and was facilitated by GAD Office and SAS-SDU and moderated by the Supreme Student Council.
- The Supreme Student Council in collaboration with TSU-GAD Office conducted a webinar titled “Kaagapay: Parents and Students – Together We Save Lives” held on September 28, 2021, via ZOOM meeting. The activity organizers were able to invite Dr. Gia B. Sison, of Makati Medical Center and it was participated by interested students and concerned parents. The said webinar highlights responding to mental health crisis and risk of suicide in a school setting involving the challenges of the pandemic to students as well as the multi-tiered systems of positive behavior and social-emotional learning to support the prevention of suicide.
- The Guidance and Counseling Unit in partnership with TSU-GAD Office and Supreme Student Council spearheaded the awareness campaign webinar on “*Inclusivity, Equity, and Positivity: Promoting Mental Health Awareness in an Unequal World*” on October 30, 2021, via ZOOM with Mr. Jeric PLTCOL Manalili from the Philippine National Police Academy as Resource Speaker. The activity aimed not only to raise awareness on mental health but also a significant gender-responsive action to nourish and promote help-seeking behaviors, well-being practices, as well as gender sensitivity among students. In addition, TSU-GAD facilitated the Mental Health Awareness Campaign Online Contests organized by the Guidance and Counseling Unit from October 26 to October 30, 2021, via ZOOM and social media platforms which aimed to foster mental health awareness through a variety of ways to nourish the mental health of each student especially with the impact of the current health emergency due to COVID-19 and to promote help-seeking behaviors and well-being practices. Online activities include photo contests, short video advocacy contests, spoken poetry, and digital poster-making contests.
- The TSU-SSC in partnership with the GAD Office conducted and facilitated a timely webinar topic on Teenage Pregnancy titled “*HIV/AIDS Awareness Webinar*” on November 6, 2021, via ZOOM meeting. The webinar highlights the theme “Arise and Act: Amplifying the Call for Raising HIV/AIDS Awareness” What is it, More of it, and what can we do?” which empowers and increases awareness of participants of HIV/AIDS, its impact, management and availability of support systems. The TSU-GAD has invited one of the HIV/AIDS awareness advocates in the university, Ms. Mary Gentes D. Peña of the Medical Services Office. Along with Ms. Peña, TSU-SSC also invited Mr. Jabar R. Esmael, an HIV positive who shared his story and experiences living with HIV. In addition, Ms. Peña discussed certain issues and concerns on HIV/AIDS awareness such as the basics, prevalence of HIV and AIDS, HIV how HIV is transmitted, symptoms of HIV, testing for HIV, opportunistic infections, and many salient concepts of HIV/AIDS. The activity was attended by a total of 105 participants coming from students from different colleges. Moreover, Ms. Christal Galle S. Aguas, GAD Staff, and Dr. Rita E. Pulmano facilitated the activity.
- The Supreme Student Council in partnership with the Gender and Development Office conducted an activity for the LGBTQIA+ community in line with the celebration of the 115<sup>th</sup> Founding Anniversary and 32<sup>nd</sup> Charter Anniversary of TSU titled “*Drag Fest*” which is dedicated for the LGBTQIA members, giving them a platform to showcase their creativity, talent, and uniqueness. The goal of the activity is to empower the LGBTQIA community, thus, promoting inclusivity among the students of the institution.

- TSU-GAD spearheaded the Virtual Kick-Off Activity in line with the annual observance of the 18-Day Campaign to End Violence Against Women held on November 25, 2021, via ZOOM and Facebook live. The theme “VAW-Free Starts with Me”, elevates the campaign to positive advocacy as it enjoins everyone to pursue the common vision of a community free from violence against women and girls, and highlights what can be done to achieve such. In addition, this year’s campaign focuses on featuring *RA No. 11313 known as the Safe Spaces Act* to intensify awareness-raising on the core provisions of the law, the penalties, and mechanisms in place as the country continue to fight the COVID-19 pandemic which breeds various forms of VAW, especially online with many spending their time in the digital realm. Therefore, the campaign also emphasizes the theme “Filipino Marespeto: Safe Spaces, KasaliTayo”.
- In line with the annual observance of the *18-Day Campaign to End Violence Against Women (VAW)*, the TSU-GAD partnered with the College of Computer Studies and National Service Training Program (NSTP) Office organized two webinar sessions on *RA 11313 known as the Safe Spaces Act (Bawal Bastos Law)* which aimed to intensify awareness-raising on the core provisions of the law, the penalties, and mechanisms in place as the country continue to fight the COVID-19 pandemic which breeds various forms of VAW, especially online with many spending their time in the digital realm. Therefore, the campaign also emphasizes the theme “Filipino Marespeto: Safe Spaces, KasaliTayo”. The TSU-GAD has invited *Atty. Catherine Rose Diaz-Cunanan*, an expert in the provisions of the law. The activity was attended by a total of 2,792 (Male: 1,225; Female 1,567) participants coming from both students and faculty of CCS and NSTP. Moreover, the TSU-GAD staff, CCS, and NSTP officers facilitated the said activity.
- In line with the observation of the 18-Day Campaign to End VAW, TSU-GAD organized a “Two-Days Culminating Activity to End VAW” last December 7 & 9, 2021 held via ZOOM including a webinar topic titled “VAW Free Community Starts with Me: Ending Violence Against Persons with Disabilities (PWDs) which promotes the protection of women and children with disabilities against any form of violence and abuse. Aside from this, features or film showing related to all forms of gender violence and the scope of the Safe Spaces Act. It was participated by a total of 528 (female 350; male 178) participants including the teaching and non-teaching personnel of the university.
- On December 9, 2021, TSU-GAD in partnership with HRDMO organized a “Virtual Gender Sensitivity Orientation” among the newly hired employees as well as newly designated employees via ZOOM. For people in government to appreciate GAD and eventually become its advocate, they first have to heighten their awareness of gender concerns and be willing to respond to gender issues. Hence, the institutionalization of this virtual orientation aims to raise awareness and sensitivity in perceiving gender issues and inequalities in the agency as an organization. TSU-GAD has invited Ms. Sheila Jane L. Gonzales, GAD coordinator, and GAD resource pool. In addition, it was facilitated by HRDMO and GAD staff. A total of 115 participants (female: 65; male 50).

# Roadmap A – Resource Management Development Plan

## A.1 Infrastructure, Facilities, and Equipment Development

### Attendance to the Inauguration and Blessing of Food Technology Research Center

Under the infrastructure development, Dr. Rita E. Pulmano, director for Gender and Development Office became part of the Task Force “Food Tech” for the Inauguration and blessing of Food Technology Research Center held on January 29, 2021, at FTRC Building, Villa Lucinda Extension Campus. The FTRC office has been established to address the needs and concerns of researchers, the food industry, students, and local industries under research, extension, instruction, and production services as mandates of the university.



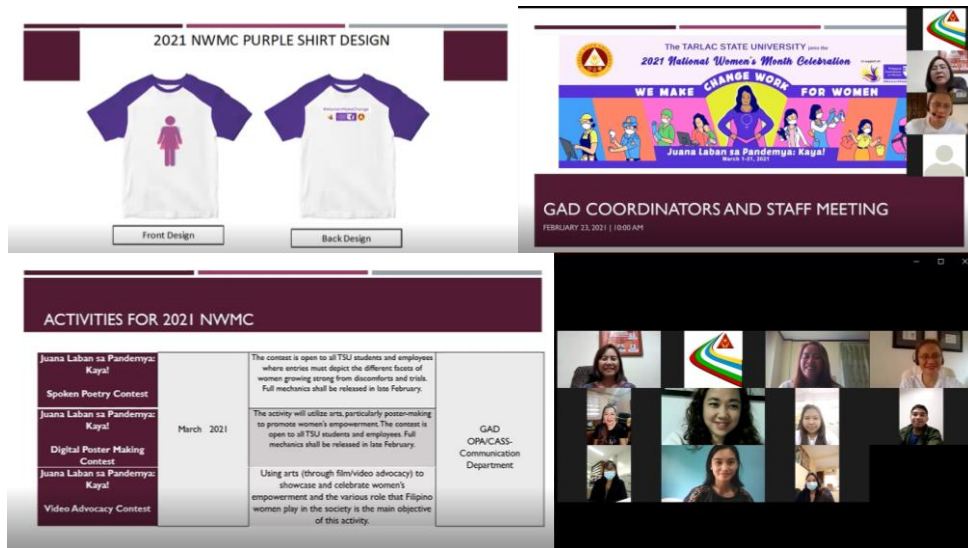
### Reproduction and distribution of IEC materials on GAD laws and mandates

Equipment development was administered through the reproduction and distribution of IEC materials on GAD laws and mandates. TSU-GAD is committed to increasing the level of awareness of stakeholders on children and women's laws and to help mitigate the increasing cases of violence in the workplace and other educational institutions. Hence, TSU-GAD reproduced and distributed a total of 1,000 pieces of IEC materials on GAD specifically on R.A. 7877 (Anti-Sexual Harassment), R.A. 8353 (Crime Against Persons), R.A. 9262 (Anti-VAWC), and R.A. 9208 (Anti-Trafficking in Persons). Such IEC materials were hand-carried to Guidance Office and other student services on July 22, 2021, and were to be distributed to students who have transactions with the said offices.

## A.2 Executive, Faculty and Personnel Development – Executive Development

### *GAD Coordinators and Staff Meeting*

In preparation for the upcoming annual celebration of National Women’s Month, the GAD Staff and Coordinators hold their regular meeting on February 23, 2021, via ZOOM Cloud Meeting. The agenda of the said meeting was about the upcoming 2021 National Women’s Month Celebration activities and other concerns especially upcoming activities for the year.



### *2021 VPRES Strategic Planning Activity for 2021-2022 at “Bale Mi”, Brgy. Balanti, Tarlac City*

On March 4, 2021, Dr. Rita E. Pulmano, GAD Director together with other RES Directors, RERC Chairperson, and unit heads attended the “2021 VPRES Strategic Planning Activity” at “Bale Mi”, Brgy. Balanti Tarlac City. This activity is intended to develop a respective Strategic Plan for 2021 and Action Plan for 2022 that focuses on the SGDs and is anchored in the TSU Development Roadmaps.



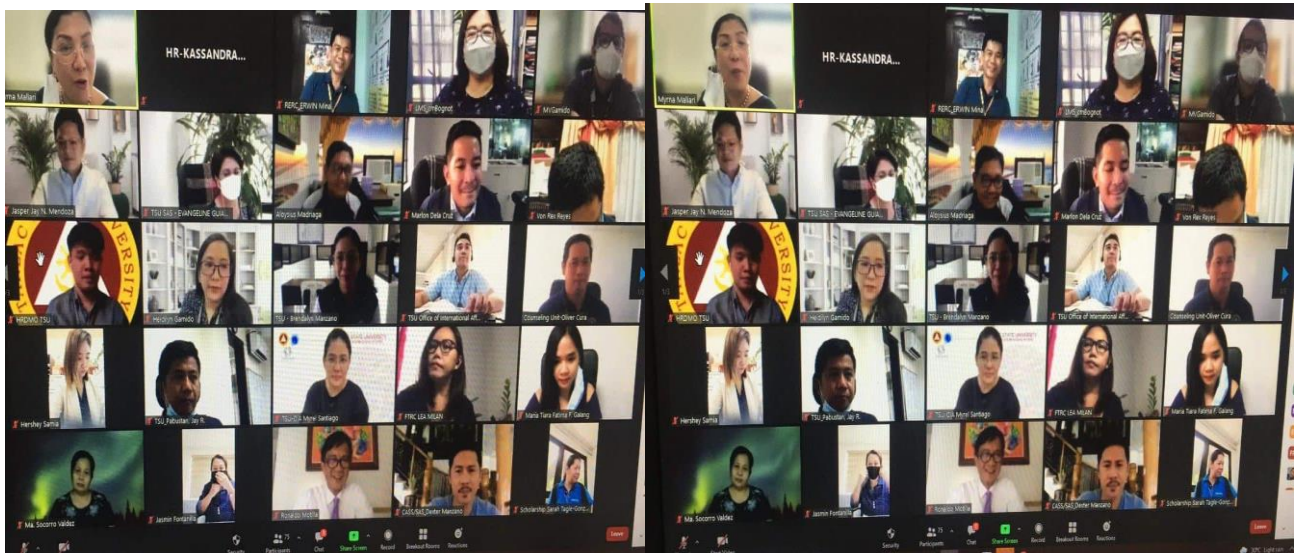
## Annual University Planning 2021-2022

On March 30, 2021, Dr. Rita E. Pulmano attended the Annual University Planning 2021-2022 at the TSU Alumni Center, Lucinda Extension Campus together with the members of the Administrative Council and other stakeholders that seeks to identify opportunities and direction leading to the path of becoming a premier university in the Asia Pacific Region. Furthermore, the theme of the activity focuses on the pandemic response, professional development, capacity building of its human capital, strengthening internationalization programs, as well as commercialization of research outputs and other concerns.



## Webinar on Positive Psychology in the Workplace

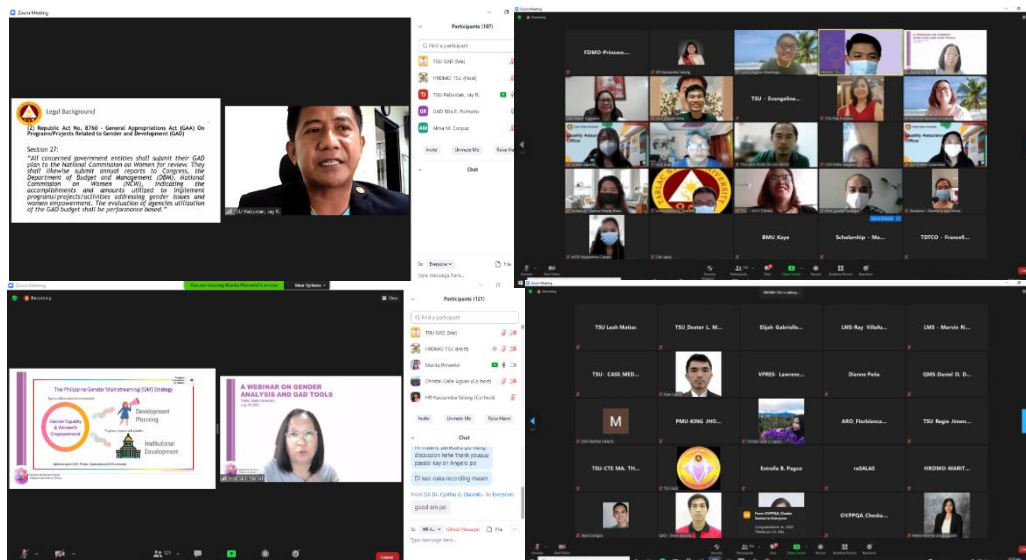
On the 22<sup>nd</sup> of June 2021, Dr. Rita E. Pulmano attended the webinar titled “Positive Psychology in the Workplace” via ZOOM. This activity is aimed to foster a healthy work environment among the members of the Administrative Council and Unit Heads with improved morale, creativity, and productivity in the workplace by applying the concepts based on the science of Positive Psychology.





## **Webinar-Workshop on Gender Analysis and GAD Tools: Mainstreaming GAD through the use of the Harmonized Gender and Development Guidelines (HGDG) in the Flagship Programs, Activities, and Projects (PAPs) in the University**

TSU-GAD in partnership with the HRDMO organized and facilitated the webinar-workshop on “**Gender Analysis and GAD Tools**” to mainstream GAD through the use of the Harmonized Gender and Development Guidelines (HGDG) in the flagship programs, activities, and projects (PAPs) in the university on July 16, 2021, via ZOOM. The main purpose of this webinar workshop was to effectively pursue gender mainstreaming in all Programs, Activities, and Projects (PAPs) that the university undertakes. The TSU-GAD has invited **Ms. Marita C. Pimentel**, a PCW GAD Resource Pool Member and an independent GAD Consultant member. The activity was attended by a total of 137 (Male: 46; Female 91) participants coming from faculty and personnel who are involved in the flagship programs and special projects of the university. Moreover, the TSU-GAD, GAD Coordinators, and HRDMO-TAOD facilitated the activity.



## **Attendance to the VPRES Strategic Planning 2021 @ Hotel Supreme, Baguio City**

TSU-GAD Office attended the “VPRES Strategic Planning Activity for 2022 and 2023 on December 2-3, 2021 held at the Hotel Supreme, Baguio City. Each office presented its respective SMART Strategic Plan 2022 and Action Plan 2023. In addition, all issues and concerns were addressed to improve their services. It was followed by team-building activities to promote team spirit and a deeper level of camaraderie among the directors, heads, and staff.



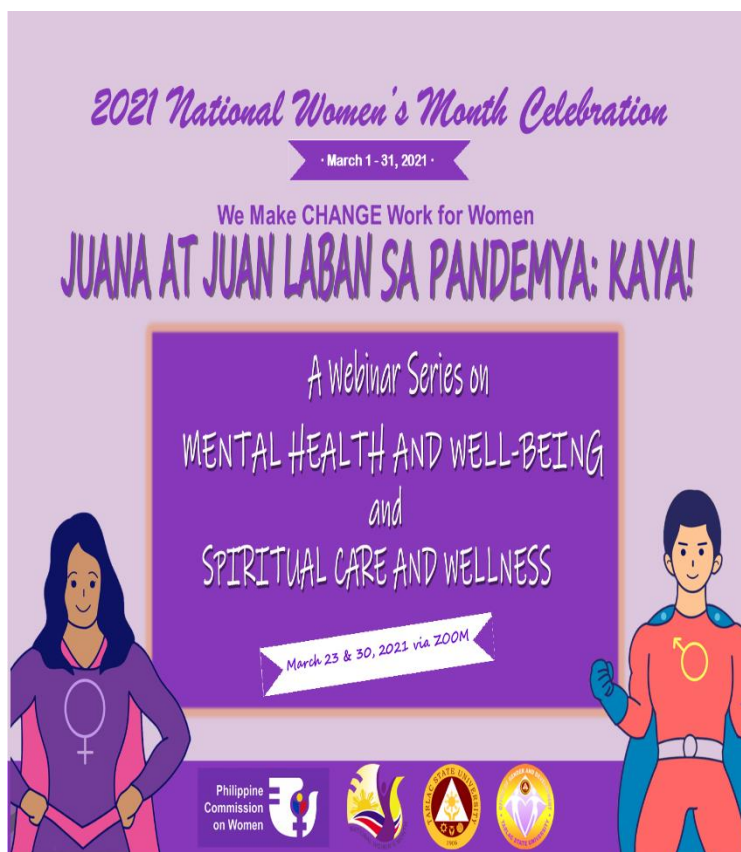
## Attendance to the University Planning 2021 at The Manor at Camp John Hay, Baguio City

Together with the TSU Board of Regents, executives, and administrative council. Dr. Rita E. Pulmano, GAD director attended the Annual University Planning for FY 2022 & 2023 with the theme “TSU Journey Towards a SMART University” on December 13-15, 2021 at The Manor, Camp John Hay, Baguio City.



## Faculty (Teaching) and Personnel (Non-teaching) Development

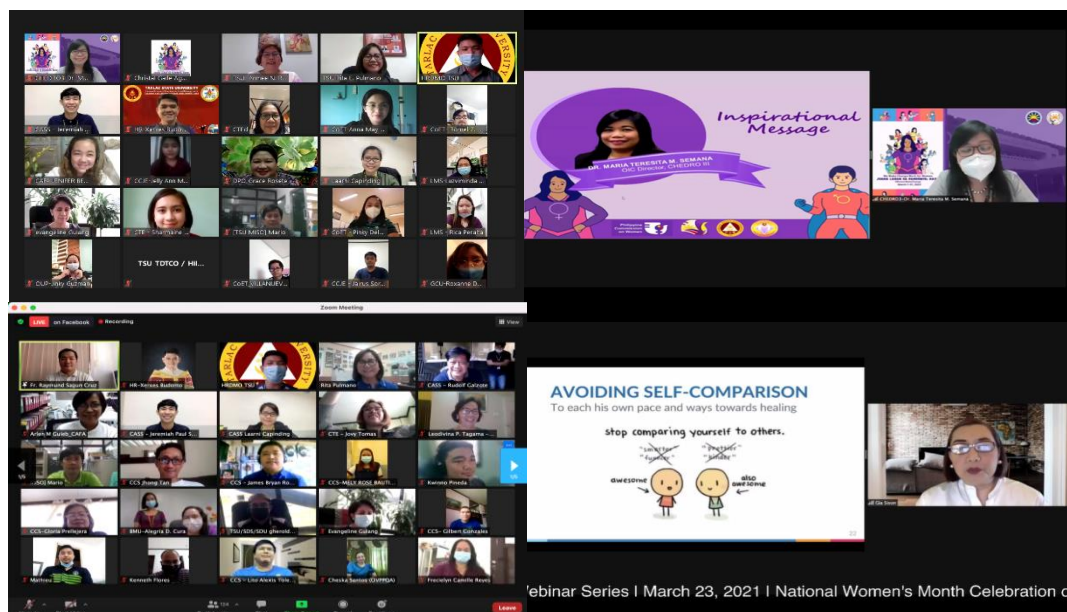
### 2021 National Women' Month Celebration Webinar Series on “Mental Health and Well-being” and “Spiritual Care and Wellness”



The TSU-GAD in coordination with HRDMO initiated a webinar series on “Mental Health and Well-being” and “Spiritual Care and Wellness” with the theme “Juana at Juan Laban sa Pandemya: Kaya!” on March 23 & 30, 2021 via ZOOM. which are the timely and relevant activities which may provide psychological support among women and men in managing their well-being in times of crisis and it provides a strong influence on an individual’s beliefs, emotions, behaviors, and faith in battling the challenges of these trying times. Through this webinar, practical tips may be provided for survival and recovery from the pandemic which includes extremities and insights into mental health and spiritual care as means of coping with work and home duties in times of crisis. Dr. Gia B. Sison served as Resource Speaker for the Mental Health topic while Rev. Fr. Raymund S. Cruz served as a resource speaker for the Spiritual Care topic.

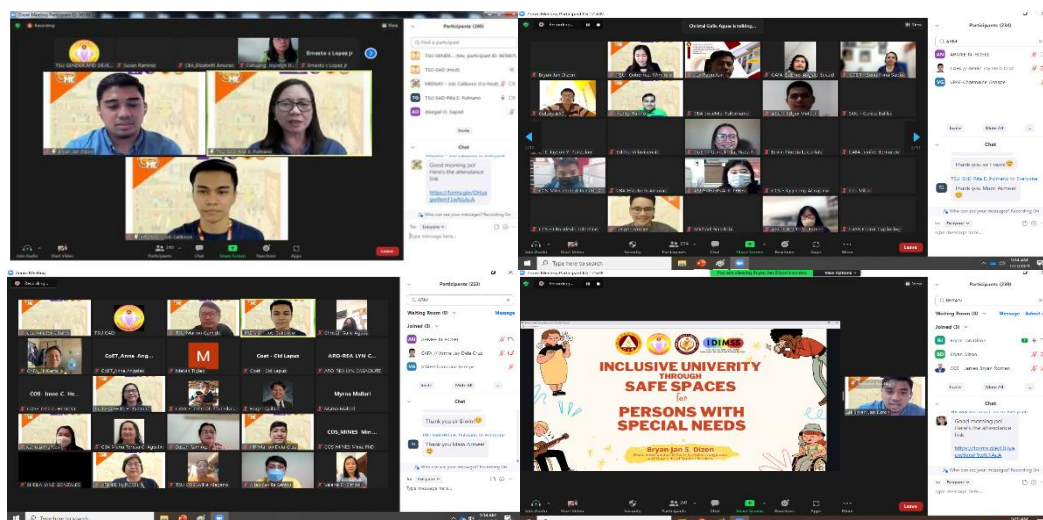
Likewise, the Gender and Development Office also invited Dr. Ma. Teresita M. Semana, the OIC Director of the Commission on Higher Education Regional Office III delivered an

Inspirational Message in line with the nationwide celebration. Meanwhile, the said webinar was attended by Tarlac State University personnel and faculty with a total of two-hundred sixty-two (262) participants via ZOOM while other employees who are currently on a work-from-home schedule have access via live streaming through the Official Facebook page of TSU – Office of Public Affairs. The webinar concluded with an open forum where participants had the chance to seek psychological support and spiritual advice from the guest speakers.



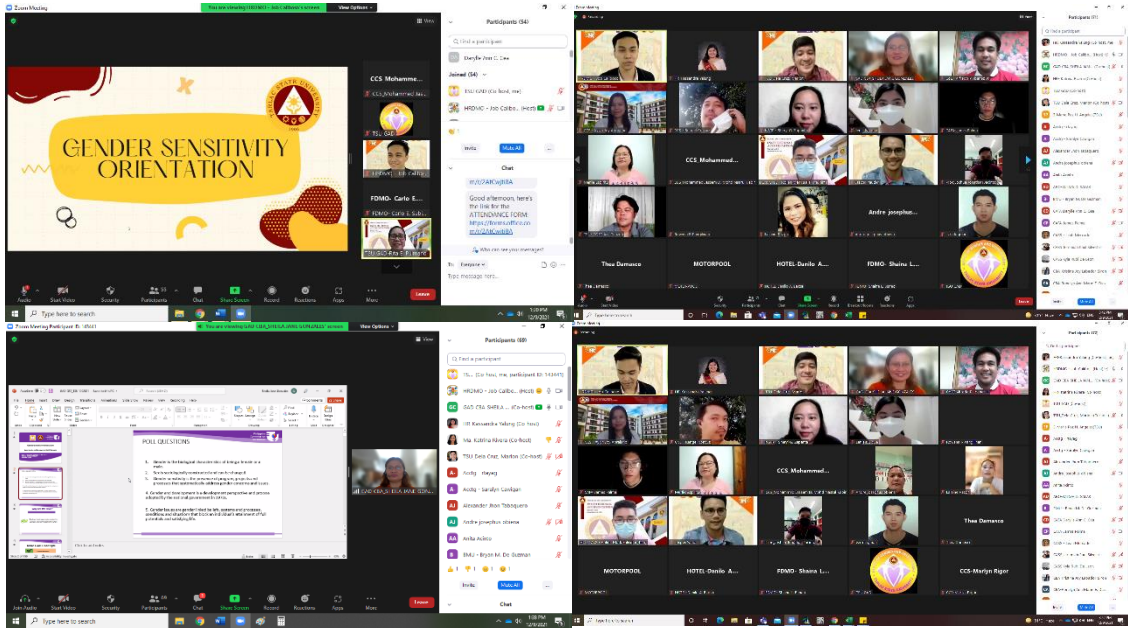
### ***Two Days Culminating Activity for the 18-Day Campaign to End Violence Against Women (VAW)***

In line with the observation of the 18-Day Campaign to End VAW, TSU-GAD organized a “Two-Days Culminating Activity to End VAW” last December 7 & 9, 2021 held via ZOOM including a webinar topic titled “VAW Free Community Starts with Me: Ending Violence Against Persons with Disabilities (PWDs) which promotes the protection of women and children with disabilities against any form of violence and abuse. Aside from this, features or film showing related to all forms of gender violence and the scope of the Safe Spaces Act. It was participated by a total of 528 (female 350; male 178) participants including the teaching and non-teaching personnel of the university.



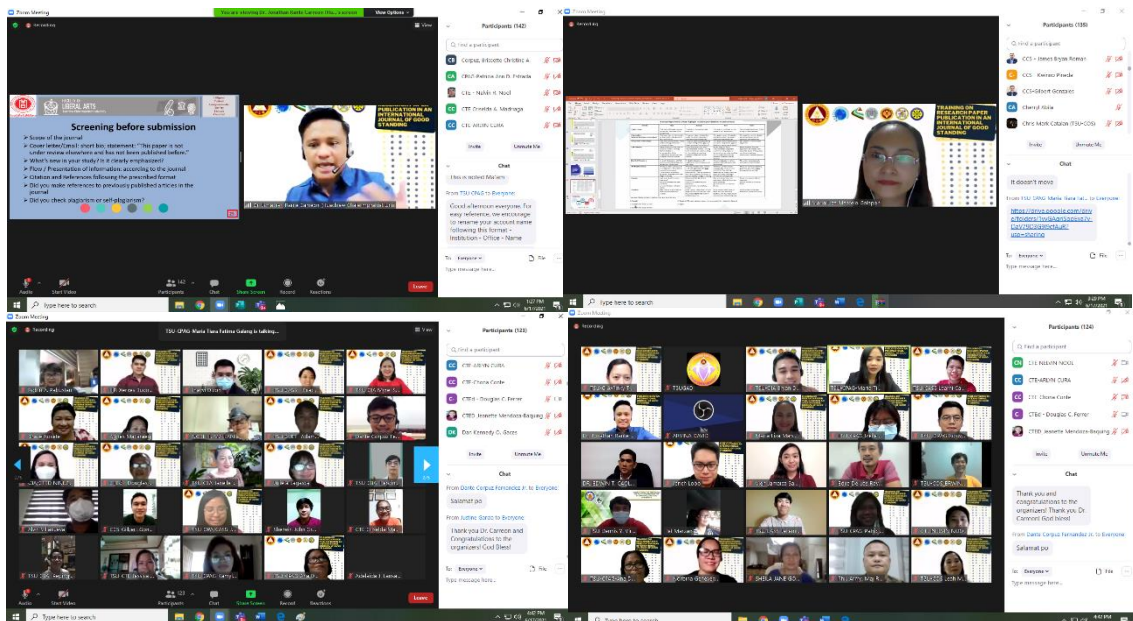
## Virtual Gender Sensitivity Orientation for the Newly Hired Employees of TSU

On December 9, 2021, TSU-GAD in partnership with HRDMO organized a “Virtual Gender Sensitivity Orientation” among the newly hired employees as well as newly designated employees via ZOOM. For people in government to appreciate GAD and eventually become its advocate, they first have to heighten their awareness of gender concerns and be willing to respond to gender issues. Hence, the institutionalization of this virtual orientation aims to raise awareness and sensitivity in perceiving gender issues and inequalities in the agency as an organization. TSU-GAD has invited Ms. Sheila Jane L. Gonzales, GAD coordinator, and GAD resource pool. In addition, it was facilitated by HRDMO and GAD staff. A total of 115 participants (female: 65; male 50).



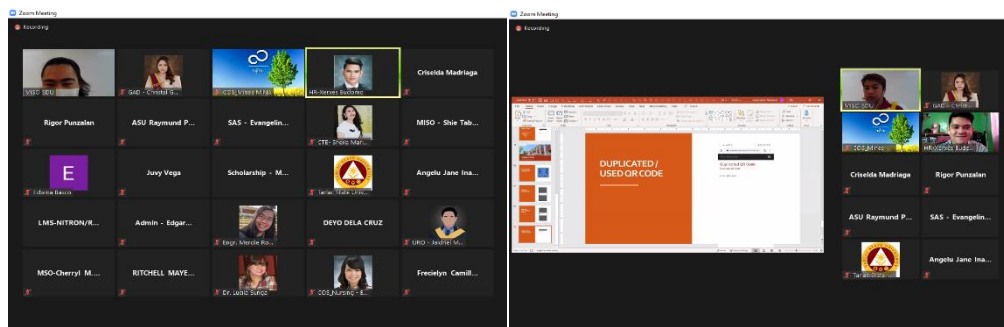
## Training on Research Paper Publication in an International Journal of Good Standing

Likewise, Dr. Rita E. Pulmano and Ms. Christal Galle S. Aguas attended the webinar on “Research Paper Publication in an International Journal of Good Standing on June 17, 2021, via ZOOM meeting that aimed to impart additional knowledge and understanding on the strategies, procedures, and techniques of research paper publications in the international journal especially, graduate students and professionals.



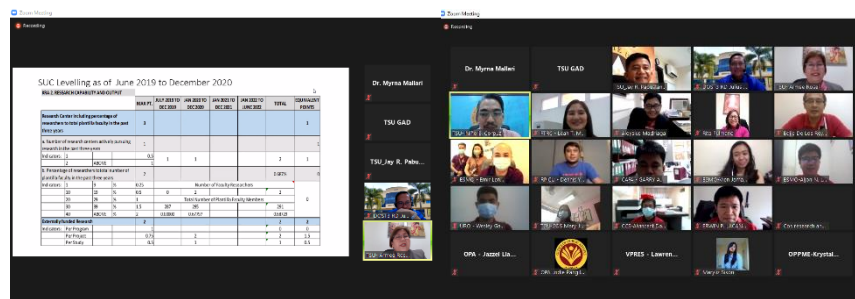
## Orientation on Employee Portal Use via ZOOM Meeting

Ms. Christal Galle S. Aguas, GAD Staff attended the online orientation on “Employee Portal Use” on January 15, 2021, via ZOOM which tackled topics on the utilization of the University’s employee portal such as printing of automated DTRs, payslip, accountabilities, updating of PDS and setting up multi-factor authentication in MS Office 365.



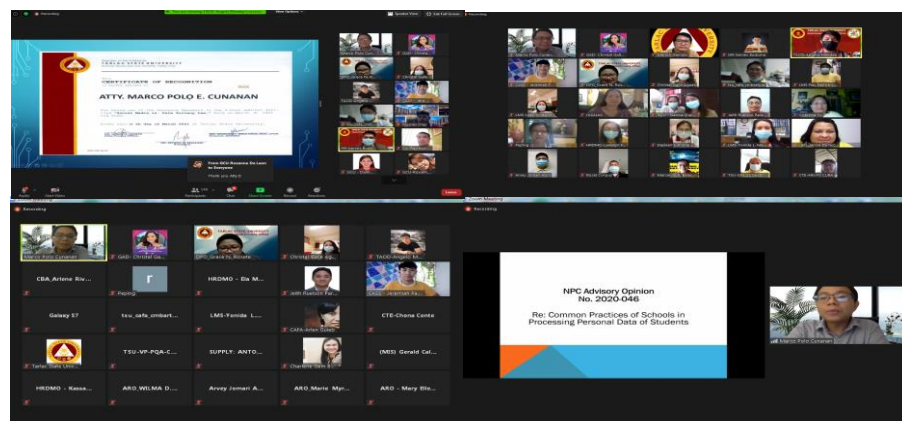
## Annual Performance Review and Strategic Planning

Dr. Rita E. Pulmano and Ms. Christal Galle S. Aguas attended the “Annual Performance Review and Strategic Planning 2021 via ZOOM held on January 21, 2021, in which a review of performance aligned with the university roadmaps was conducted as well as inputs for the enhancement of strategic plans and targets of each office considering SUC leveling, PREXC/PBB indicators.



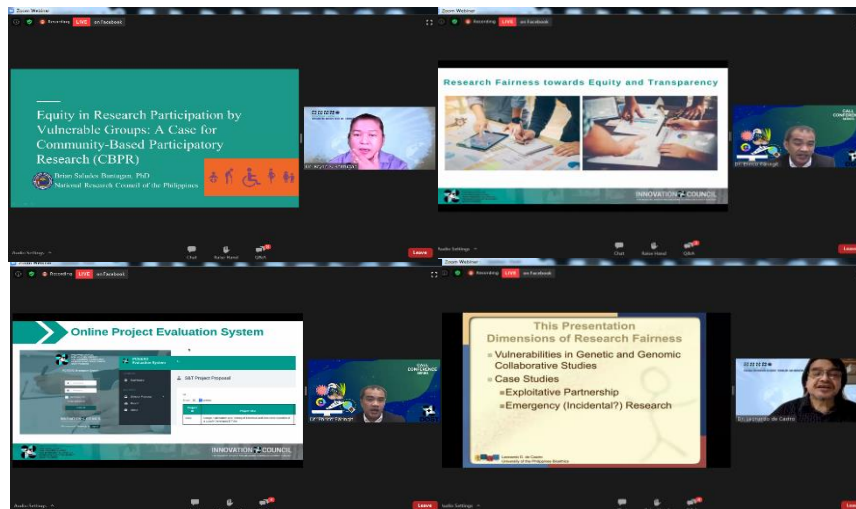
## Data Privacy Webinar Series: Understanding the Data Privacy Act of 2012 and Social Media vs. Data Privacy Law

Dr. Rita E. Pulmano and Ms. Christal Galle S. Aguas attended the Data Privacy Webinar Series: Understanding the Data Privacy Act of 2012 and Social Media vs. Data Privacy Law on March 17, 2021, 9 AM-4:30 PM via ZOOM Cloud Meeting. The webinar is intended to provide awareness of existing legal frameworks of data privacy law.



## Research Fairness Webinar: Equitable Partnerships in Science, Technology, and Innovation

The DOST – PCHRD organized the “Research Fairness Webinar: Equitable Partnerships in Science, Technology, and Innovation” held last March 24, 2021, via ZOOM Cloud Meeting. It was attended and participated by Ms. Christal Galle S. Aguas, GAD Technical Staff. The webinar successfully discussed the equity in research planning and implementation, and cost-benefit sharing in research among researchers, sponsors/funders, and research participants. The event is joined by reputable organizations such as PCHRD, PCAA, PCAARRD, PCIEERD, and NCRP.



## Attendance at the webinar on “State of Public Health Emergency: COVID-19 Updates and Variants”



### WEBINAR ON STATE OF PUBLIC HEALTH EMERGENCY: COVID-19 UPDATES AND VARIANTS April 6, 2021, Tuesday, 8:00am via zoom

Meeting ID: 831-6090-9694  
Passcode: vpsf2021

DR. ROMMEL M. HERNANDEZ, University Medical Officer  
Resource Speaker

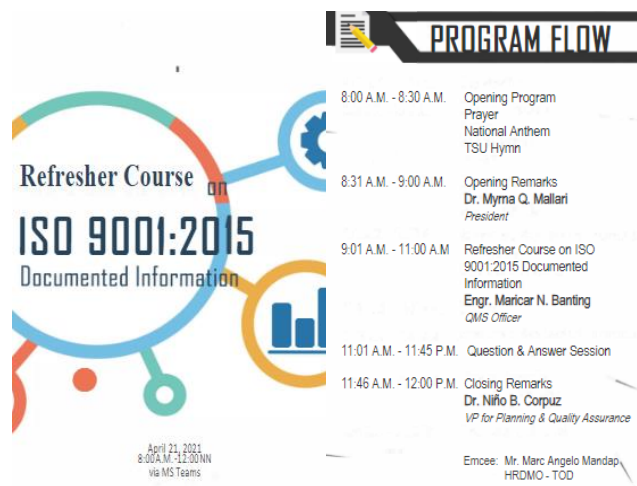
Everyone is respectfully invited,  
“a call to SYNERGY amidst the global pandemic”



On April 6, 2021, Dr. Rita E. Pulmano and Ms. Christal Galle S. Aguas, GAD director, and staff, attended the webinar on “State of Public Health Emergency: COVID-19 Updates and Variants” via ZOOM. It was also participated by all faculty and personnel of the university which aimed to remind and update employees on the precautions and prevention needed in this time of the pandemic. Dr. Rommel M. Hernandez served as the resource speaker in the said webinar.

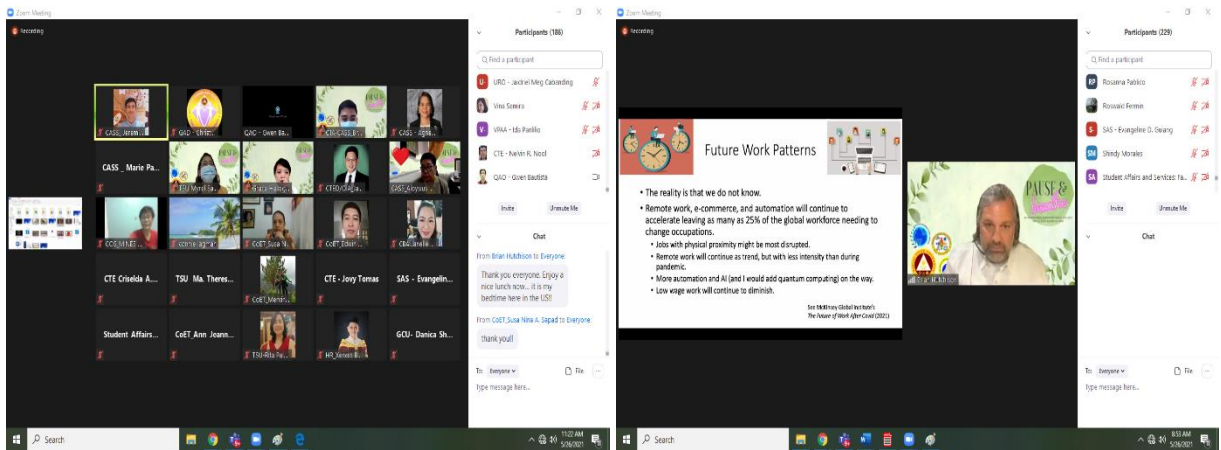
## Attendance to “Awareness Seminar on ISO 9001: 2015 Document Information”

Ms. Christal Galle S. Aguas attended the “Awareness Seminar on ISO 9001: 2015 Document Information” for the newly designated Document Control Coordinators (DCC) via MS Teams on April 23, 2021, via MS Teams.



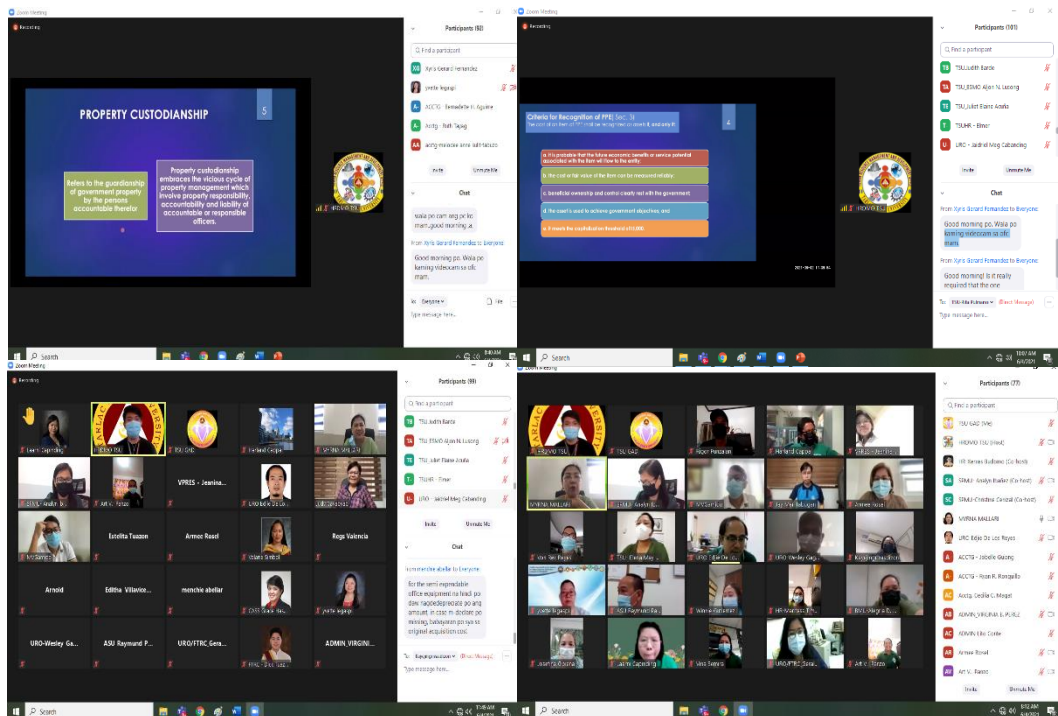
## Attendance to the webinar titled “Pause and Breath: A Mental Health Awareness”

Dr. Rita E. Pulmano and Ms. Christal Galle S. Aguas attended the international webinar on mental health wellness “Pause and Breath” with Dr. Brian Hutchison from Walden University, the USA on May 26, 2021, via ZOOM. This webinar is a collaboration between the College of Arts and Social Sciences and Office of International Affairs which aimed at understanding the effects of the pandemic on a person’s mental health, learned ways on how to take care of mental health while working from home, and appreciated the advocacy of building a culture of mental wellness on a personal level in the workplace.



## Online Orientation on Property Accountability, Inventory Procedures, Disposal and Appraisal for TSU Employees

Dr. Rita E. Pulmano, GAD Director, and Ms. Christal Galle S. Aguas, GAD Technical Staff attended the “Online Orientation on Property Accountability, Inventory Procedures, Disposal and Appraisal for TSU Employees” on June 4, 2021, via ZOOM. This activity is intended for the implementation of audit recommendations and it also provided awareness on the custodianship, systematic and accurate inventory taking as well as the technicalities on the disposal of unserviceable properties.

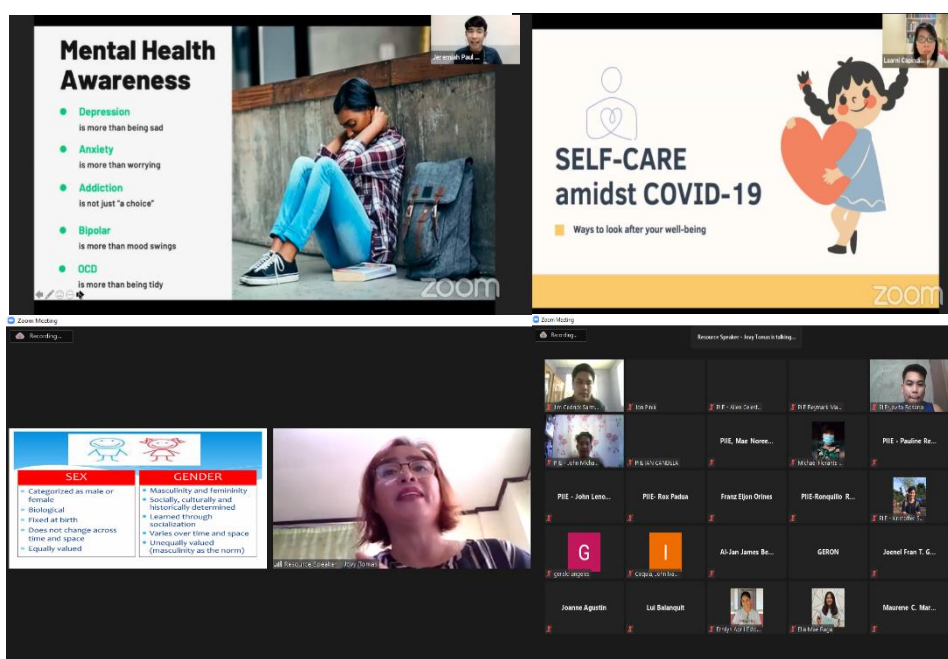


## Roadmap B – Instructional Quality and Relevance Development Plan Student Support Services Development

### Webinar Series on “Mental Health Awareness: You Matter!” and “Gender Awareness and Equity”

The College of Engineering and Technology – Student Council in collaboration with the Gender and Development Office supports the provision of veritable service to the students of the University in fostering their welfare and development. In line with this, TSU-GAD and CET-SC initiated the conduct of a GAD-related webinar series that focuses on mental health and gender awareness.

The above GAD Webinar Series aimed to raise awareness on the importance of mental health as well as to promote gender equality in the college. In addition, the webinar series was conducted on March 27 and 29, 2021, via ZOOM Cloud Meeting. GAD Office invited GAD Resource Pools namely; Ms. Laarni T. Capinding, Mr. Jeremiah Paul C. Silvestre, and Prof. Jovy P. Tomas. Ms. Capinding and Mr. Silvestre discussed certain issues and concerns on mental health and provided several practical tips on how students cope with mental health issues especially as they face the difficulty of switching face-to-face classes with online classes caused by the covid-19 pandemic. Meanwhile, Prof. Tomas discussed GAD concepts and Gender Sensitivity specifically in identifying gender bias and gender issues as well as the importance of GAD in attaining gender equality and equity. Moreover, the webinar series was facilitated by Ms. Christal Galle S. Aguas, GAD Staff and it was attended by a total of 231 participants for the first webinar and 89 participants respectively. After each topic, an open forum to address issues and concerns of the students took place.

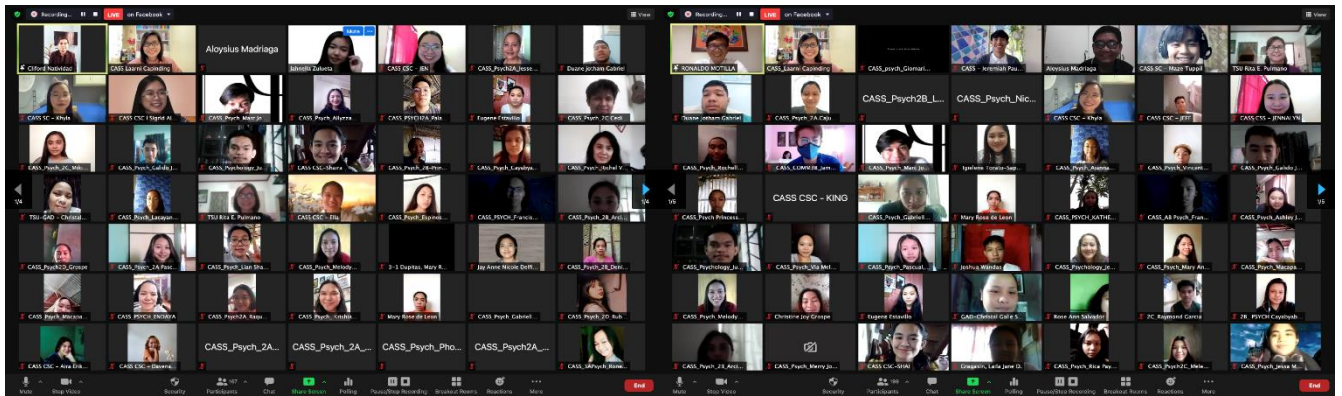


### “Lusog Isip: Pagpapahalaga ng Kalagayan ng Kaisipan and Strengthening Youth Empowerment and Leadership”

The CASS-SC in partnership with TSU-GAD conducted a webinar on “Lusog Isip: Pagpapahalaga ng Kalagayan ng Kaisipan and Strengthening Youth Empowerment and Leadership” on April 17, 2021, via ZOOM that aimed to hone the individual growth of each student as well as enhancing their capacities and opportunities as a youth and as part of the society to become more responsible citizens of the community.



The office has invited Dr. Ronaldo A. Motilla of the Psychological Association of the Philippines and EnP. Clifford M. Natividad of the National Youth Commission served as resource speakers in the said webinar series. It was facilitated by GAD staff and CASS-SC adviser and it was attended by a total of 357 participants for the first webinar and 209 participants on the second webinar. After each topic, an open forum to address issues and concerns of the students took place.



**“HANTAD: A Webinar on Anti-Violence Against Women and Their Children (VAWC) Act of 2004 (RA 9262) and The Anti-Sexual Harassment Act of 1995 (RA 7877)”**

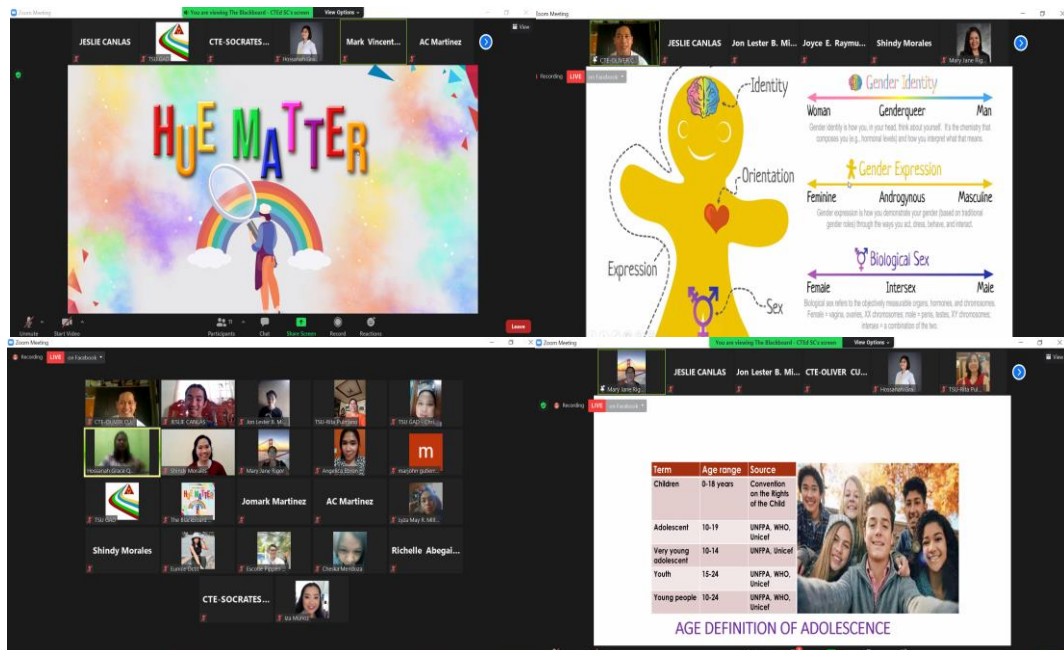
The College of Teacher Education – Student Council in collaboration with the Gender and Development Office conducted the HANTAD: Expose and Eradicate Misconducts – A Webinar Series on R.A. 9262 "Anti-Violence Against Women and their Children (VAWC) and R.A. 7877 "Anti-Sexual Harassment Act of 1995" that aimed to educate the students about sexual harassment which can help them handle any sexual harassment issue or complaint with greater confidence. Prof. Gherold C. Benitez served as the Resource Speaker in the said activity and was attended by a total of 88 participants coming from CTE students. Meanwhile, the webinar was facilitated and monitored by the GAD director and staff.



**“HUE MATTER” A Webinar Series on Gender Sensitivity Orientation and Young Adolescence Fertility and Sexuality**

The College of Teacher Education – Student Council in collaboration with the Gender and Development Office initiated the conduct of “HUE MATTER: Webinar Series on “Gender Sensitivity Orientation” and “Young Adolescence Fertility and Sexuality” that aimed to promote gender awareness to enable students to understand their sexuality and provide them with information on young adolescence.

The office invited Mr. Oliver C. Cura and Prof. Jane N. Rigor, to serve as Resource Speakers on both topics. A question-answer portion to cater to the issues and concerns of the participants in each topic took place. The webinar series was attended by a total of 103 participants, and it was facilitated by GAD staff and CTE-SC officers.



### **GAD Webinar on “LGBTQ+ Rights and Sexual Orientation, Gender Identity and Expression, Sex Characteristics (SOGIESC)”**

The TSU-GAD Office in partnership with SAS-SDS and Student Organizations Unit organized an activity in line with the celebration of the “Pride Month” titled “Webinar on LGBTQ+ Rights and Sexual Orientation, Gender Identity and Expression, and Sex Characteristics (SOGIESC) held on June 25, 2021, via ZOOM and Facebook live.

This activity is sought to promote equal justice and address discrimination and violence against the LGBTQ+ community. Dr. Jennifer C. Josef from UP Baguio served as Resource Speaker in the said webinar and she highlighted concepts on SOGIESC, equity, diversity, and inclusivity. After the discussion, an open forum was held where issues and concerns of the participants especially members of the LGBTQIA+ were addressed by the resource speaker. It was followed by the message or reaction from three student leaders from SSC and TSU Bahaghari.

**PRIDE MONTH 2021**

**FREE WEBINAR**

**Webinar on LGBTQ+ Rights and Sexual Orientation, Gender Identity and Expression, and Sex Characteristics (SOGIESC)**

**June 25, 2021 | Friday**

**Jennifer C. Josef, PhD**  
University of the Philippines Baguio  
(Resource Speaker)

Registration will start at 8:00 AM  
Meeting ID: 871 8819 4277  
Passcode: #Pride2021

Catch us on  
**LIVE**  
Follow us on  
[facebook.com/tsugad](https://facebook.com/tsugad)

The activity was attended by a total of 158 (Male: 57; Female 101) participants coming from students, faculty, and personnel of the university. Moreover, the TSU-GAD, SAS-SDS, Student Organizations Unit staff together with the officers of the Supreme Student Council successfully facilitated the activity. As we celebrate Pride Month, this activity was meaningful among the organizers and participants as it promotes gender equality by emphasizing equal justice and equal opportunity encompassing all representations of sexual orientations and gender identities.



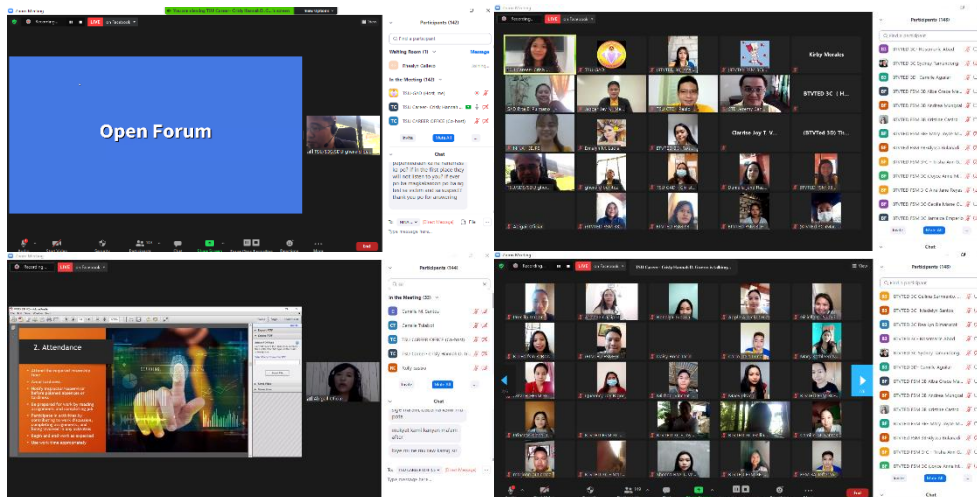
**“PRIDEcast: An InterTALAKtic TALAKAN 2021” is in line with the celebration of Pride Month 2021**

The Supreme Student Council in partnership with TSU-GAD Office organized an activity in line with the celebration of Pride Month titled: “PRIDEcast: An InterTALAKtic TALAKAN 2021” with the theme “PRIDE: Kaalaman at Kamalayan tungo sa Makulay na Pagkapantay-pantay” on June 30, 2021, via Facebook Live. The organizers invited Engr. Robert V. Marcos of the College of Engineering and Technology as the guest speaker in the said podcast that aimed to promote gender equality encompassing all representations of sexual orientations and gender identities.



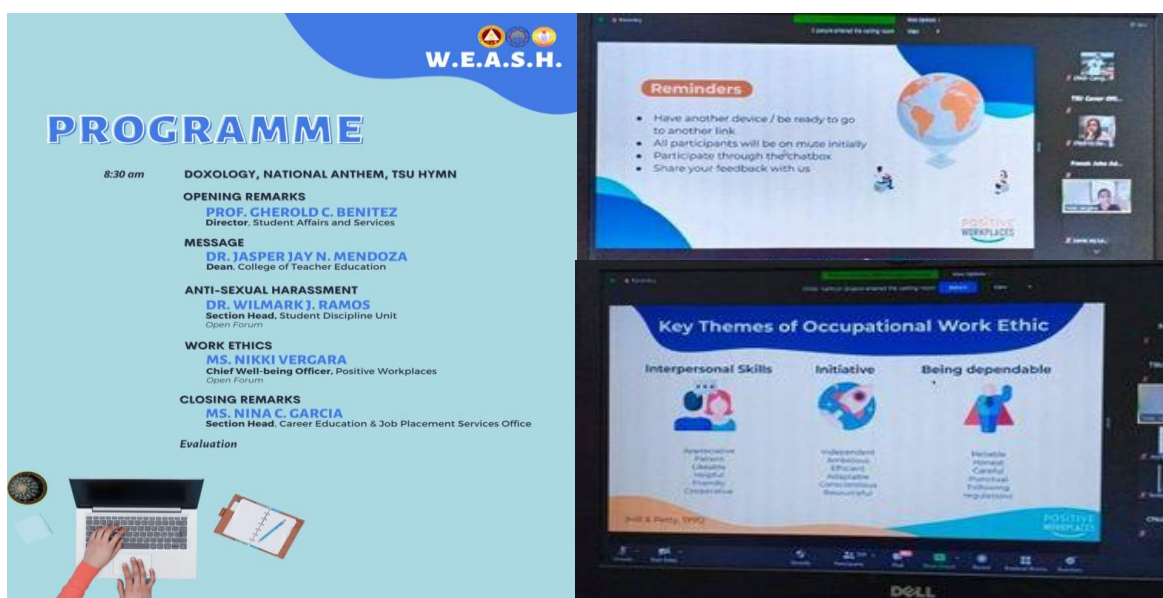
**“Work Ethics and Anti-Sexual Harassment (WEASH) Webinar” for the incoming interns of Bachelor of Technical and Vocational Technology Education Major in Food and Service Management – College of Teacher Education**

On July 7, 2021, THE Career Education and Job Placement Services (CEJPS) Unit in partnership with the GAD Office conducted the webinar on “Work Ethics and Anti-Sexual Harassment” for the incoming student interns from the 3<sup>rd</sup> year students under the program Bachelor of Technical-Vocational Teacher Education (BTVTEd) of the College of Teacher Education. The activity was held via ZOOM and was attended by a total of 141 (Male-21; Female-120). Prof. Gherold c. Benitez from SAS-SDS and Ms. Abigail P. Oficiar served as resource speakers for the two topics, and it was facilitated by GAD staff and CEJPS staff.



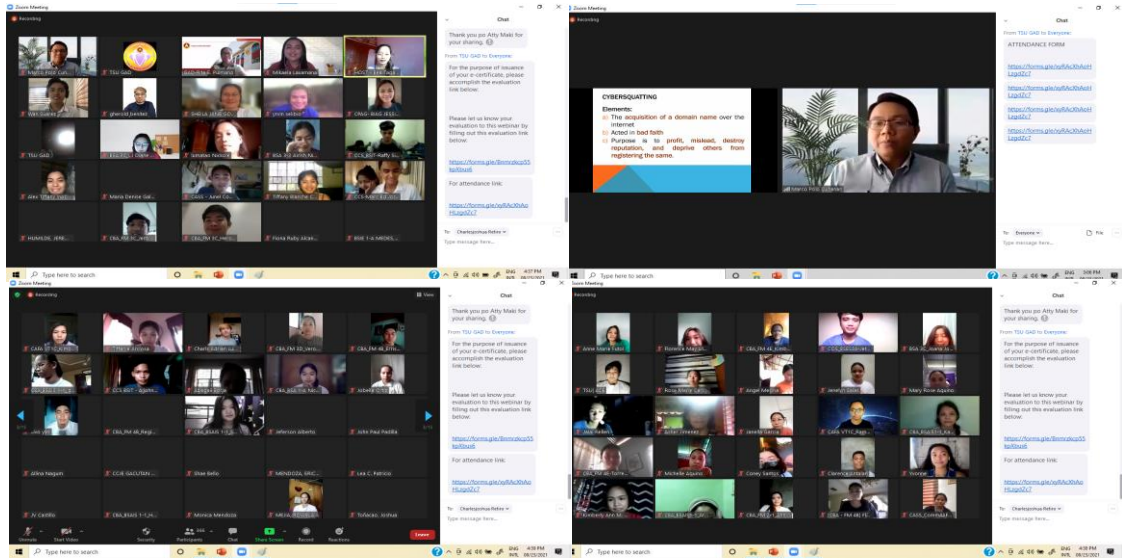
**Work Ethics and Anti-Sexual Harassment (WEASH) Webinar for Student Interns of the University**

As part of the pre-requisite requirements of Student Interns to be deployed in their respective workplaces, the Career Education and Placement Services (CEJPS) in partnership with GAD organized and facilitated the “Work Ethics and Anti-Sexual Harassment (WEASH) webinar series held on August 5, 12, 19 & 26, 2021 via ZOOM. The said webinar series was attended by a total of 2,966 Student Interns of different colleges in the university. Moreover, Prof. Gherold Benitez, Dr. Wilmark Ramos, and Ms. Nikki Vergara of Positive Workplaces served as resource speakers.



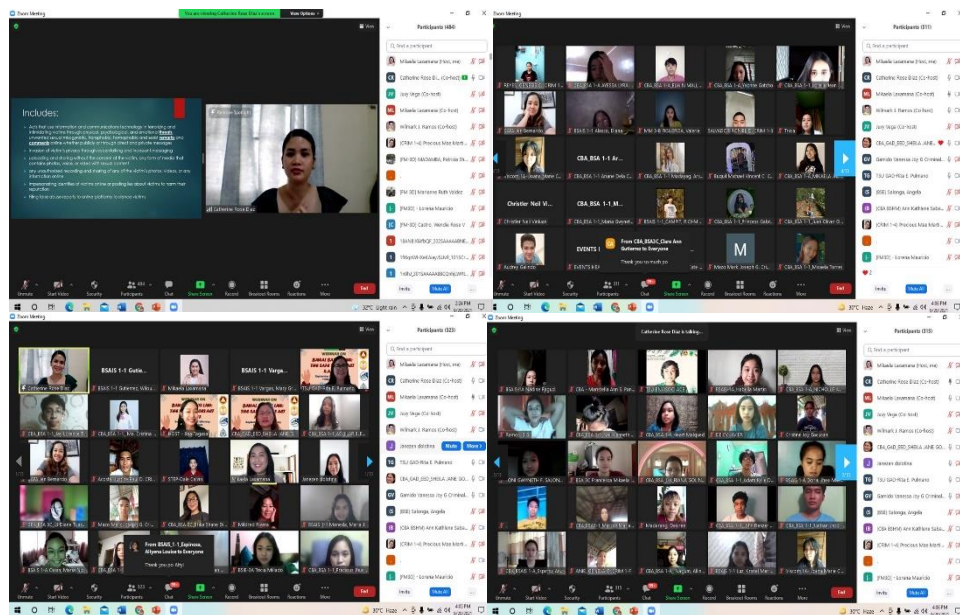
**“Webinar on R.A. 10175 – Cybercrime Prevention Act of 2012”**

TSU-GAD in partnership with the SAS – Student Discipline Unit and the Supreme Student Council conducted a webinar on “R.A. 10175 – Cybercrime Prevention Act of 2012” held on August 23, 2021, via ZOOM meeting which focused on the awareness of students/participants on the pre-emption, prevention, and prosecution of cybercrimes such as offenses against the confidentiality, integrity, and availability of computer data and systems, computer-related offenses, and content-related offenses. The office invited Atty. Marco Polo E. Cunanan of School of Law as resource speaker of the said webinar. A total of 659 participants from students of different colleges in the university attended the said webinar.



**“Webinar on R.A. 11313 or known as the Safe Spaces Act (Bawal Bastos Law)”**

TSU-GAD in partnership with SAS – Student Discipline Unit and Supreme Student Council conducted the 2<sup>nd</sup> GAD webinar proposed by the GAD Office titled “Webinar on R.A. 11313 known as the Safe Spaces Act (Bawal Bastos Law)” held on September 20, 2021, via ZOOM. The office has invited Atty. Catherine Rose Diaz-Cunanan as the resource speaker. The said webinar is focused on the commitment to address all forms of gender-based violence as well as strengthening the prevention and response to violence against women. It was participated by a total of 484 students and was facilitated by GAD Office and SAS-SDU and moderated by the Supreme Student Council.



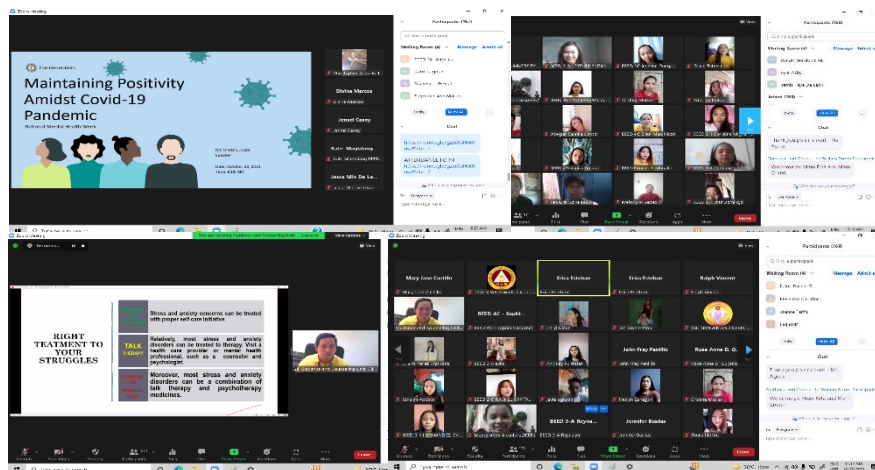
## ***“Kaagapay: Parents and Students – Together We Save Lives”***

The month of September is considered National Suicide Prevention Month. Hence, the Supreme Student Council in collaboration with TSU-GAD Office conducted a webinar titled “Kaagapay: Parents and Students – Together We Save Lives” held on September 28, 2021, via ZOOM meeting. The activity organizers were able to invite Dr. Gia B. Sison, of Makati Medical Center and it was participated by interested students and concerned parents. The said webinar highlights responding to mental health crisis and risk of suicide in a school setting involving the challenges of the pandemic to students as well as the multi-tiered systems of positive behavior and social-emotional learning to support the prevention of suicide.



## ***“Mental Health Awareness Webinar: Maintaining Positivity Amidst Covid-19 Pandemic”***

CTEd – The Generalists in partnership with GAD conducted the awareness campaign webinar titled “Mental Health Awareness: Maintaining Positivity Amidst Covid-19 Pandemic” held on October 23, 2021, via ZOOM aimed at raising awareness on the importance of mental health as well as helping students to value their mental health and strengthen their will and focus in achieving the best version of themselves. TSU-GAD invited Mr. Oliver G. Cura, Unit Head of Guidance and Counseling Unit as a resource speaker for the said activity. Meanwhile, it was attended by a total of 501 (Male: 84; Female 417) participants coming from students from the College of Teacher Education. Moreover, Ms. Christal Galle S. Aguas, GAD Staff, and Ms. Rose Ann S. Tubay, CTEd-SC Adviser facilitated the activity.



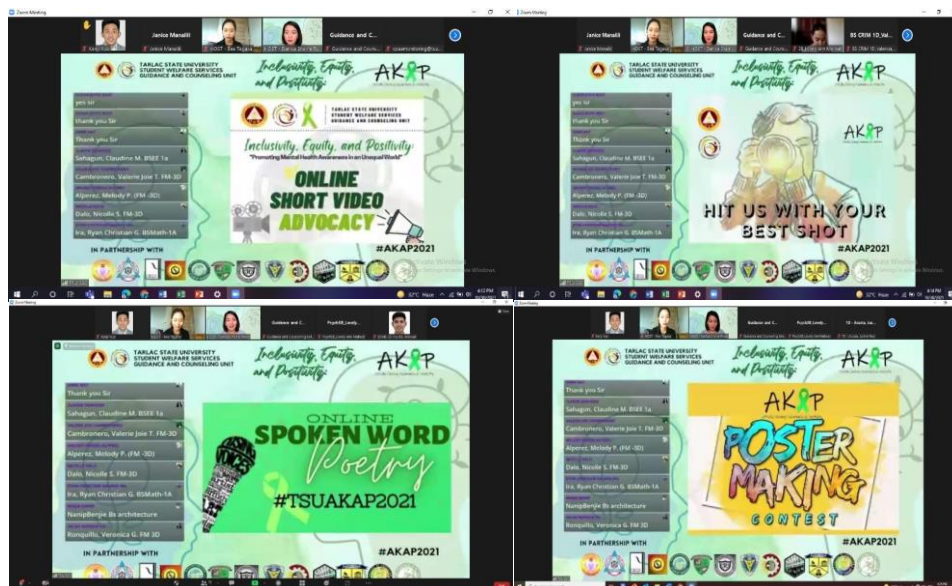
## ***“Inclusivity, Equity, and Positivity: Promoting Mental Health Awareness”***

The Guidance and Counseling Unit in partnership with TSU-GAD Office and Supreme Student Council spearheaded the awareness campaign webinar on ***“Inclusivity, Equity, and Positivity: Promoting Mental Health Awareness in an Unequal World”*** on October 30, 2021, via ZOOM with ***Mr. Jeric PLTCOL Manalili*** from the Philippine National Police Academy as Resource Speaker. The activity aimed not only to raise awareness on mental health but also a significant gender-responsive action to nourish and promote help-seeking behaviors, well-being practices, as well as gender sensitivity among students.



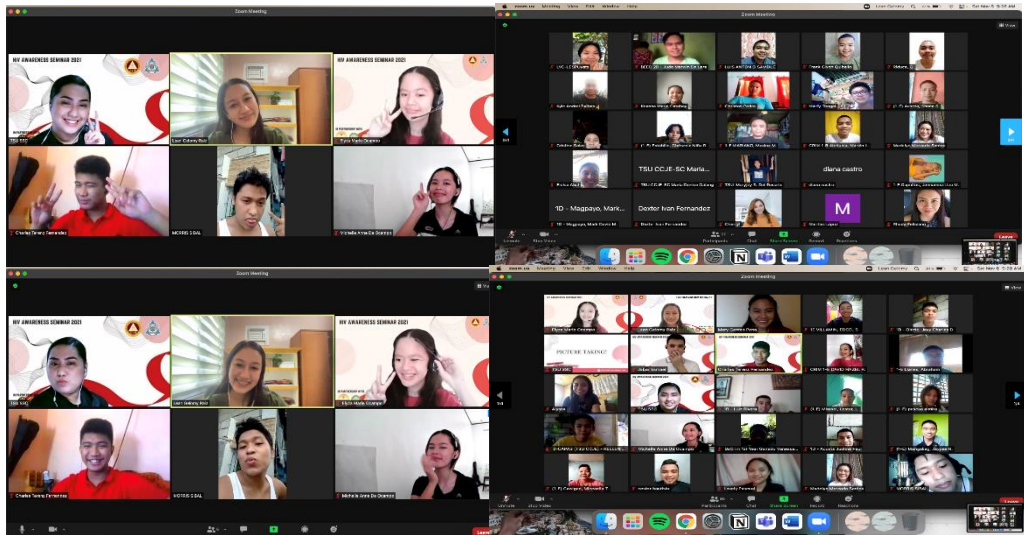
## ***Facilitation of the “Mental Health Awareness (MHA) Online Activities”***

TSU-GAD facilitated the Mental Health Awareness Campaign Online Contests organized by the Guidance and Counseling Unit from October 26 to October 30, 2021, via ZOOM and social media platforms which aimed to foster mental health awareness through a variety of ways to nourish the mental health of each student especially with the impact of the current health emergency due to COVID-19 and to promote help-seeking behaviors and well-being practices. Online activities include a photo contest, short video advocacy contest, spoken poetry, and digital poster-making contest.



## HIV/AIDS Awareness Webinar

The **TSU-SSC** in partnership with the **GAD Office** conducted and facilitated a timely webinar topic on Teenage Pregnancy titled **“HIV/AIDS Awareness Webinar”** on November 6, 2021, via ZOOM meeting. The webinar highlights the theme “Arise and Act: Amplifying the Call for Raising HIV/AIDS Awareness” What is it, More of it, and what can we do?” which empowers and increases awareness of participants of HIV/AIDS, its impact, management and availability of support systems. The TSU-GAD has invited one of the HIV/AIDS awareness advocates in the university, **Ms. Mary Gentes D. Peña** of the Medical Services Office. Along with Ms. Peña, TSU-SSC also invited **Mr. Jabar R. Esmael**, an HIV positive who shared his story and experiences living with HIV. In addition, Ms. Peña discussed certain issues and concerns on HIV/AIDS awareness such as the basics, prevalence of HIV and AIDS, HIV how HIV is transmitted, symptoms of HIV, testing for HIV, opportunistic infections, and many salient concepts of HIV/AIDS. The activity was attended by a total of 105 participants coming from students from different colleges. Moreover, Ms. Christal Galle S. Aguas, GAD Staff, and Dr. Rita E. Pulmano facilitated the activity.



## GAD-CET “ADVOCASERYE” on Stress and Pressure Management

The **CET-SC** in partnership with the **GAD Office** conducted and facilitated a timely webinar series titled **“ADVOCASERYE”** which depicts pressure and stress management and mental health awareness on November 13, 15, 20, & 22, 2021 via MS Teams. The webinar was divided into 4 episodes: 1) How to get away with procrastination? 2) Stress Ka Because?: A Stress Management Webinar, 3) New Normal is New Fears and Disappointments and 4) Failures and Rejections: How to Get Away with It?. The said activity aimed to identify and acknowledge the personal difficulties of every individual and reflect upon pressure and stress management strategies and approaches to become more effective in sustainably handling everyday pressure and stress.

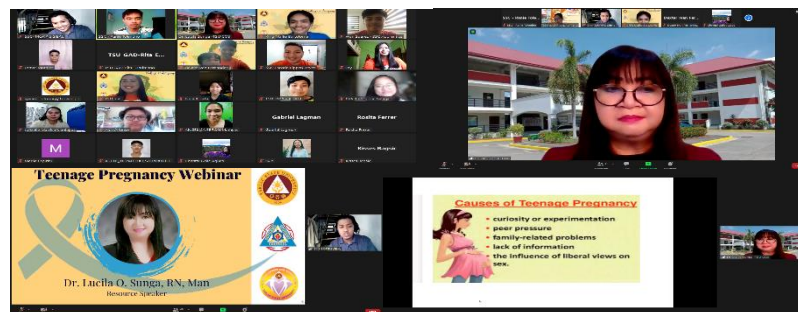




The TSU-GAD has invited five resource persons who are advocates of promoting positive mental health among students namely: Mr. Oliver G. Cura, Ms. Dianne Kristel M. Flores, Ms. Danica Shaine S. Rirao, Ms. Maria Mei Fatima S. Terania, and Mr. Miles Andrew C. Pimentel. In addition, the advocaserye discussed certain issues and concerns on mental health and provided several practical tips on how students cope with mental health issues especially as they face the difficulty of switching face-to-face classes with online classes caused by the covid-19 pandemic. The activity was attended by a total of 88 (Male: 40; Female 48) participants coming from students from the CET. Moreover, Ms. Christal Galle S. Aguas, GAD Staff facilitated the activity.

### **Webinar on Teenage Pregnancy “Kalinga sa Liawayway”**

The **TSU-SSC** in partnership with the **GAD Office** conducted and facilitated a timely webinar topic on Teenage Pregnancy titled **“Kalinga sa Liawayway; A Teenage Pregnancy Prevention Webinar”** on November 27, 2021, via ZOOM meeting. The primary goal of the webinar was to empower youth to make healthy decisions by teaching them the benefits associated with self-regulation, healthy relationships, and goal setting, while also guiding them on how to resist sexual coercion, dating violence, and other risky behaviors. TSU-GAD has invited one of the teenage pregnancy prevention advocates in the university, **Dr. Lucila O. Sunga** of the College of Science. In addition, Dr. Sunga discussed certain issues and concerns on teenage pregnancy such as common complications of pregnancy in adolescent mothers, different contraceptives or family planning methods, and where and how to access local STI and HIV testing and treatment services. The activity was attended by a total of 41 (Male: 5; Female 36) participants coming from students from different colleges. Moreover, Ms. Christal Galle S. Aguas, GAD Staff, and Dr. Rita E. Pulmano facilitated the activity.



### **Webinar on RA 11313 known as the “Safe Spaces Act” (Bawal Bastos Law) for NSTP Students and CCS Students and Faculty**

In line with the annual observance of the **18-Day Campaign to End Violence Against Women (VAW)**, the TSU-GAD partnered with the **College of Computer Studies** and **National Service Training Program (NSTP) Office** organized two webinar sessions on **RA 11313 known as the Safe Spaces Act (Bawal Bastos Law)** which aimed to intensify awareness-raising on the core provisions of the law, the penalties, and mechanisms in place as the country continue to fight the COVID-19 pandemic which breeds various forms of VAW, especially online with many spending their time in the digital realm. Therefore, the campaign also emphasizes the theme **“Filipino Marespeto: Safe Spaces, KasaliTayo”**.





## C.2 Community Extension Services Development Academe-Government Agencies Linkages Development

### ***“Gender Sensitivity Training” at Camp Macabulos, Tarlac City***

Within the aim of establishing partnerships of LGUs and other government agencies with the University, the director of TSU – Gender and Development Office, Dr. Rita E. Pulmano together with CBA GAD Coordinator, Ms. Sheila Jane L. Gonzales were invited by the Tarlac Police Provincial Office (TPPO) in the seminar-training on “Gender Sensitivity Training” on February 11, 2021, at Camp Macabulos, Tarlac City. The said seminar training was attended by a total of thirty-one (31) Non-Commissioned Officers taking a Criminal Investigation course. This extension activity aims to raise awareness and sensitivity in perceiving gender issues and inequalities in the agency as an organization.



### ***“Webinar on Sexual Orientation and Gender Identity: Understanding the Coping Mechanisms of the Filipino Youth”***

On February 17, 2021, Dr. Rita E. Pulmano and Ms. Christal Galle S. Aguas attended the webinar on “Sexual Orientation and Gender Identity: Understanding Coping Mechanisms by the Filipino Youth” held via ZOOM. It was organized by the National Academy of Science and Technology Philippines (NAST PHL) that aimed to learn about the challenges and coping mechanisms of the young LGBT as well as establish interventions to recognize, understand, and support the LGBT Youth.

**Sexual Orientation & Gender Identity**  
Understanding the Coping Mechanisms of the Filipino Youth  
17 February 2021 | 9:00 AM

REGISTER AT [bit.ly/NASTGADWebinar2021](https://bit.ly/NASTGADWebinar2021)

#NASTSOGIE

#PiipiNAST

#NASTSOGIE

**Examples of LGBT Discrimination in Schools**

Many Catholic schools and universities have same sex relationships and cross-dressing

A top Catholic converts in Manila is requiring its students to sign a code of conduct that prohibits same sex relationships, gay/lesbian sex, and cross-dressing.

**GENDER IDENTITY**

The person's inner sense of identity

- Masculine, feminine, a combination of both or neither

Sex	Term	Definition
Man	Cisgender Man	Born male, identifies as male
	Transgender man/ Transman	Born female, identifies as male
Woman	Cisgender Woman	Born female, identifies as woman
	Transgender woman/ Transwoman	Born male, identifies as woman

#PiipiNAST

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## Attendance to RGADC III National Women’s Month Series of Webinars 2021

The Regional Gender and Development Committee (RGADC) III conducted a series of webinars in line with the celebration of the National Women’s Month; 1) “Empowering Mental Health During Pandemic” 2) “Empowering Gender’s Emotions” 3) “Empowering Gender’s Health” and 4) “Discovering a Better Version of Her on March 5, 11, 18 & 25, 2021 via ZOOM. The said webinar series was attended by Ms. Christal Galle S. Aguas and Dr. Rita Pulmano which aimed at capacitating both men and women to understand and address mental and social health issues related to gender sexuality that confront both women and men especially during the times of the pandemic.



## Interview with PIA-Tarlac RE: Tarlac State University’s initiatives in the 2021 National Women’s Month Celebration

On March 12, 2021, Dr. Rita E. Pulmano, Director for Gender and Development Office was invited to have an interview with PIA – Tarlac on March 12, 2021, via ZOOM to amplify the dissemination of necessary information and highlight the Gender and Development efforts of the University. Moreover, the said interview was aired during the radio station DZTC 828 KHZ “Bayanihan sa Northern Luzon” program on March 13, 2021.



## Webinar on Women in Diplomacy

On March 22, 2021, Dr. Rita E. Pulmano, Ms. Christal Galle S. Aguas, GAD Coordinators: Prof. Jovy P. Tomas, Ms. Sylyn D. Rico, and Ms. Anna May Angeles attended an international forum on “Women in Diplomacy” via ZOOM Meeting. The primary aim of this webinar is to discuss the state of play in gender equity and gender equality in diplomacy, especially following the EU’s new Action Plan on Gender Equality and Women’s Empowerment in External Action 2021-2025.



## Webinar on Laws and Policies in line with COVID-19

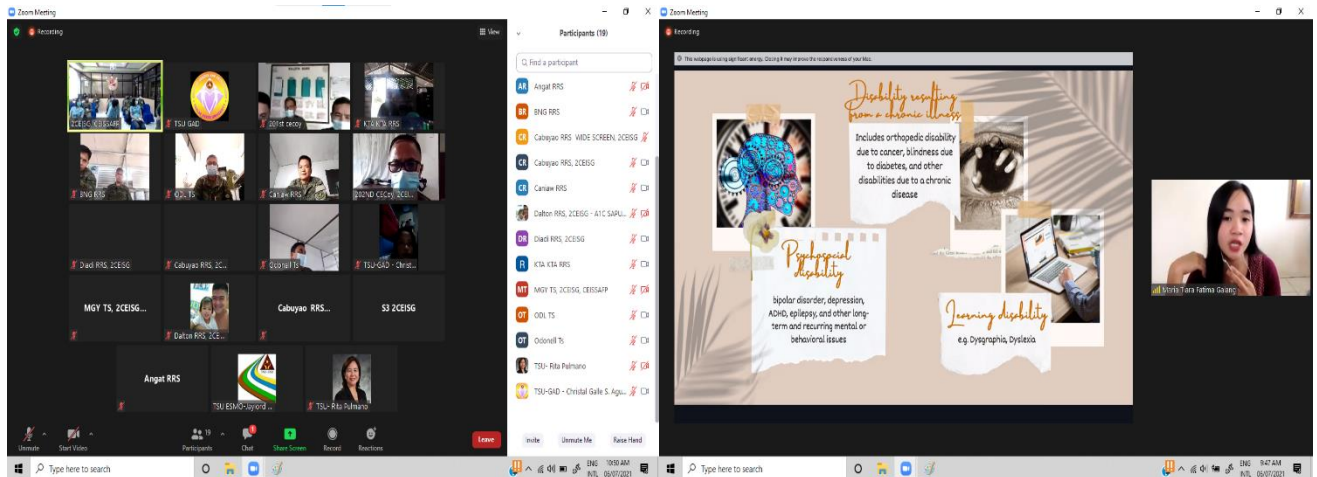
The University of the Philippines – Center for Women and Gender Studies organized a webinar on “Local and International Policies in line with COVID-19 on March 24, 2021, via ZOOM. It was attended by Ms. Christal Galle S. Aguas, the GAD technical staff. Two distinguished resource persons; Atty. Rowena "Rowie" Daroy-Morales from the UP College of Law discussed the topic of Major Local and International Laws and Policies for COVID-19 Response. Meanwhile, Hon. Trina Alejandra Firmalo-Fabic., the current Mayor of the Municipality of Odiongan in Romblon discussed the Implementation of Laws and Policies for COVID-19 Response in the Local Government of Odiongan, Romblon.

A promotional graphic for a webinar. On the left is a poster with the title "LOCAL AND INTERNATIONAL LAWS AND POLICIES IN LINE WITH COVID-19" and the date "24 March 2021 2:00 PM via Zoom". It lists two resource persons: Atty. Rowena "Rowie" Daroy-Morales and Hon. Trina Alejandra Firmalo-Fabic. On the right is a slide titled "Consistent Communication Updates" with three small video thumbnails showing speakers. Text on the slide states: "Provided more than 50 livestream announcements on Facebook with simultaneous broadcast on local radio station and television channel. Handed out COVID-related flyers to make sure the public is well-informed." and "Multiple daily posts on COVID-19 related data and encouragement to constituents to follow protocols". It also mentions "Gave assurance that the LGU was doing everything possible". A small video window on the far right shows a woman speaking.

## “Webinar on Webinar on GAD: R.A. 9442 – Magna Carta for Disabled Persons and R.A. 9994 - Expanded Senior Citizens Act 2010”

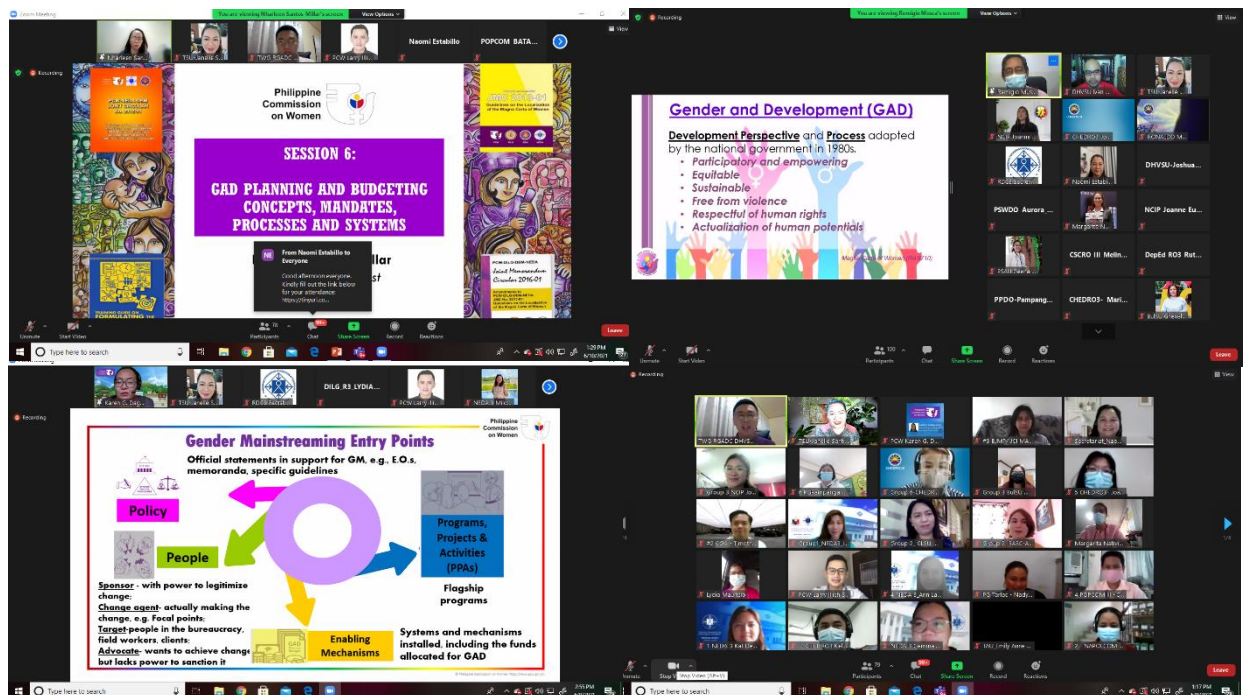
The TSU-GAD in partnership with the 2<sup>nd</sup> Communications Electronics and Information Systems Group – CEISS, Armed Forces of the Philippines has provided a short extension activity on capacity building through a webinar series on salient topics R.A. 9442 – Magna Carta for Disabled Persons and R.A. 9994 -Expanded Senior Citizens Act 2010. This activity was held on June 7, 2021, via ZOOM video conferencing hosted by the beneficiaries 2CEISG-AFP. This webinar was attended by a total of sixty (60) personnel of 2CEISG comprising fifty-eight (58) males and two (2) females.

Moreover, the TSU-GAD invited one of the competent GAD Resource Pool, GAD coordinator from the College of Public Administration and Governance (CPAG), and the section head of Student Organization – SAS, Ms. Maria Tiara Fatima F. Galang. It was also monitored and facilitated by Dr. Rita E. Pulmano, GAD director, Ms. Christal Galle S. Aguas, GAD staff, and Mr. Jaylord Bernabe of the Extension Services Management Office (ESMO).



**“Training/Levelling Session on Basic GAD Concepts, SOGIESC, Gender Mainstreaming, Gender Analysis Tools and GAD Planning and Budgeting for Regional Gender and Development Committee (RGADC) III”**

Two GAD Coordinators namely: Ms. Maria Tiara Fatima F. Galang of CPAG and Prof. Christine Janelle M. Santiago represented the university in the recently held Training/Levelling Session on Basic GAD Concepts, SOGIESC, Gender Mainstreaming, Gender Analysis Tools, and GAD Planning and Budgeting for Regional Gender and Development Committee (RGADC) III on June 7-10, 2021 via ZOOM. It was organized by the Central Luzon Regional Development Council (RDC III) that aimed to capacitate members on GAD concepts and tools for development planning. Moreover, it is also intended to generate a significant number of qualified participants for the next level of capacity-building training.



## ***Now Brewing: Kapihan with Pride***

As we celebrate the month of June as “Pride Month”, the TSU-GAD was invited to attend the “Now Brewing: Kapihan with Pride 2021” organized by UP Diliman – Center for Women’s and Gender Studies held on June 22, 2021, via ZOOM. The program was divided into two major parts: **Solidarity Messages and Open Mic sessions**. Various leaders, advocates, allies from LGBTQI++ organizations shared their messages of solidarity.

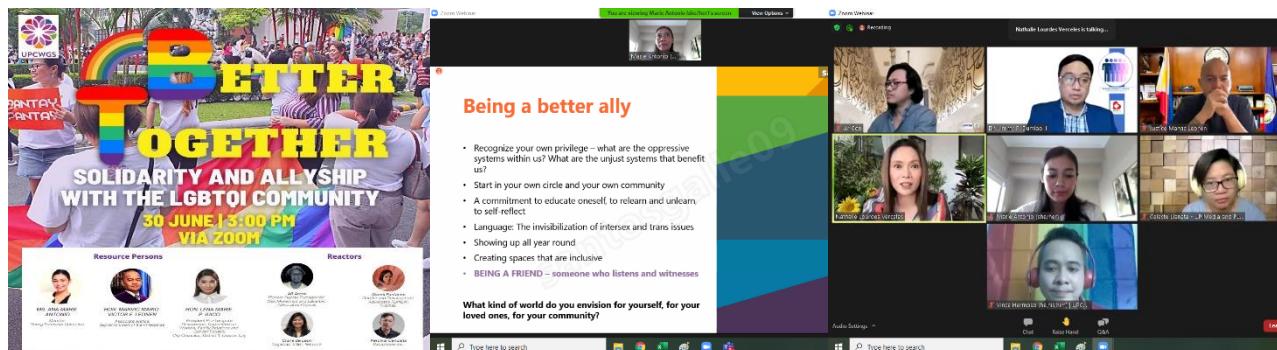


## ***GAD Focal Point System (GFPS) Technical Working Group 2<sup>nd</sup> Quarter Meeting***

As a member of the GFPS Technical Working Group at the Provincial Capitol of Tarlac, Dr. Rita E. Pulmano attended the 2<sup>nd</sup> quarter meeting of GFPS TWG held on June 29, 2021 at the Bulwagan ng mga Gobernador, Provincial Capitol Building, San Vicente, Tarlac City. The committee discussed the functionality assessment tool for GAD Focal Point System as well as the proposed HGDG training workshop to be conducted by the agency and other matters/concerns.

## ***Webinar on “Better Together: Solidarity and Allyship with the LGBTQI+ Community***

On the 30<sup>th</sup> of June 2021, Dr. Rita E. Pulmano and Ms. Christal Galle S. Aguas attended the webinar on “Better Together: Solidarity and Allyship with the LGBTQI+ Community” that is sought to embrace a common set of values as well as clear direction as the LGBTQIA+ community and its allies work together to fulfill Professionalism, Respect, Integrity, Diversity, and Excellence (PRIDE). Resource speakers and panels of reactors include organizations that advocate gender equality.



## ***Second Quarter Meeting of the Regional Gender and Development Committee (RGADC) III***

Dr. Rita E. Pulmano attended the Second Quarter Meeting of the Regional Gender and Development Committee (RGADC) III held on July 6, 2021, via ZOOM Videoconferencing. The committee discussed the following agenda: a) Mid-year report on RGADC III accomplishments and

awarding of Certificates of Appreciation; b) update on the issue of high cases of adolescent pregnancies, and c) sharing of GAD best practices by Commission on Population and Development (CPD) Region 3.



### **Webinar on “Gender-Responsive in times of Pandemic”**

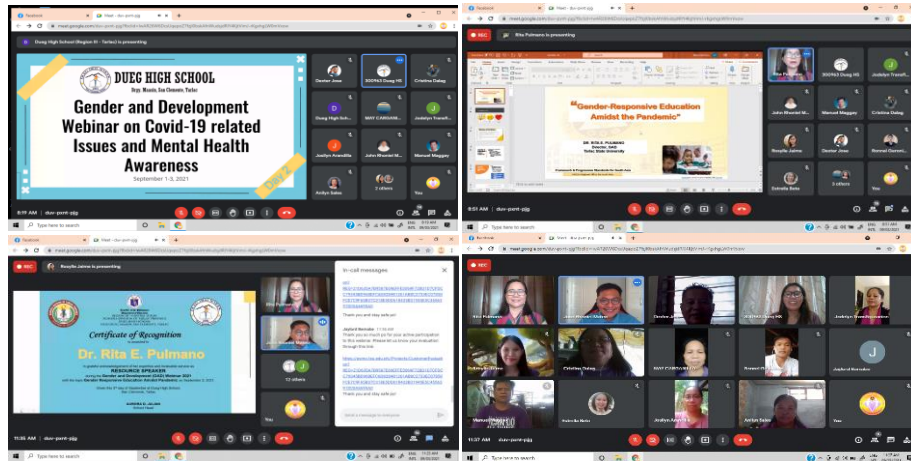
TSU-GAD in partnership with Mayantoc Central Elementary School represented by Dr. Susan B. Pagaduan, School Principal conducted capacity building through a webinar titled “Gender-Responsive Education in Times of Pandemic” held in July 19, 2021, via Google Meet. The goal of this short extension activity was to intensify and enhance the efforts of the school in providing a gender-responsive basic education to pupils. Dr. Rita E. Pulmano, director of TSU-GAD served as the Resource Speaker for the said extension activity. Furthermore, the webinar was attended by a total of seventy-one (71) principals, teachers, and school personnel including sixty (60) females and eleven (11) males. Aside from the discussion of the topics, an open forum to address the issues and concerns of the participants intervened. Likewise, the said activity was monitored and facilitated by Ms. Christal Galle S. Aguas, GAD staff, and Mr. Jaylord Bernabe of the Extension Services Management Office (ESMO).





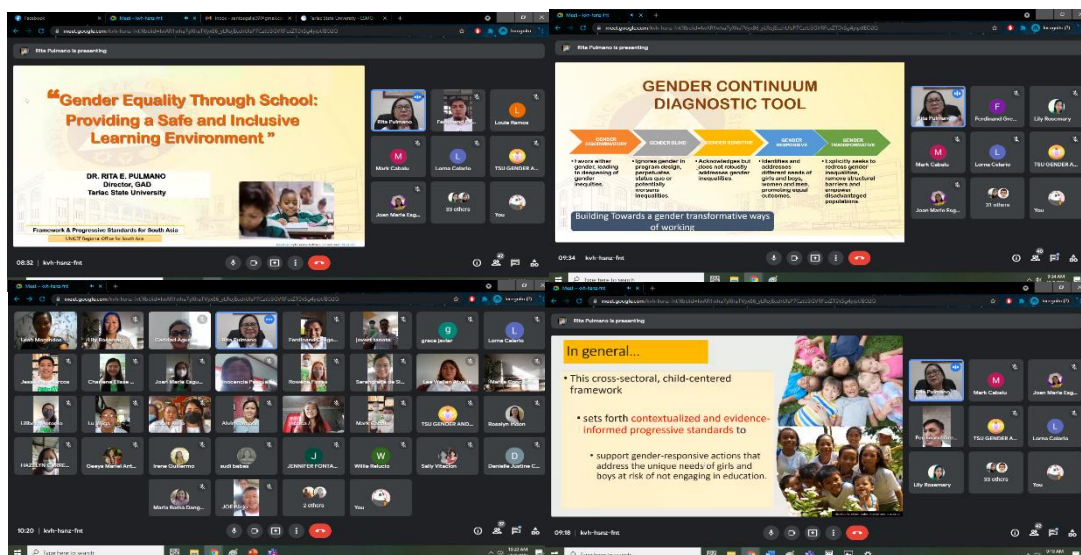
## “Gender-Responsive Education Amidst Covid-19 Pandemic”

On September 3, 2021, TSU-GAD has successfully delivered extension services through knowledge transfer/webinar to Dueg High School, San Clemente, Tarlac. The topic, **“Gender-Responsive Education Amidst the Covid-19 Pandemic”** is focused on promoting gender equality through gender-responsive education aimed to holistically develop learners with access to a quality, safe and motivating environment with provision to continually improve its support systems at all levels of governance. It was attended by a total of 17 teachers and facilitated and monitored by GAD staff and ESMO staff. Hence, Dr. Rita E. Pulmano served as a resource speaker for the GAD topic.



## “Gender Equality through School: Providing a Safe and Inclusive Learning Environment”

Dr. Rita Pulmano served as Resource Speaker in the short-term extension activity requested by Marawi National High School titled “Gender Equality through School: Providing a Safe and Inclusive Learning Environment” held on October 8, 2021, via Google Meet. highlighted concepts on gender-responsiveness in terms of education and employment, gender-responsive framework, gender continuum diagnostic tool, gender transformation, and the importance of gender analysis in gender-responsive education. The webinar was attended by a total of forty-one (41) participants. Aside from the discussion of the topics, an open forum to address the issues and concerns of the participants intervened. Likewise, the said activity was monitored and facilitated by Ms. Christal Galle S. Aguas, GAD staff, and Mr. Jaylord Bernabe of the Extension Services Management Office (ESMO).



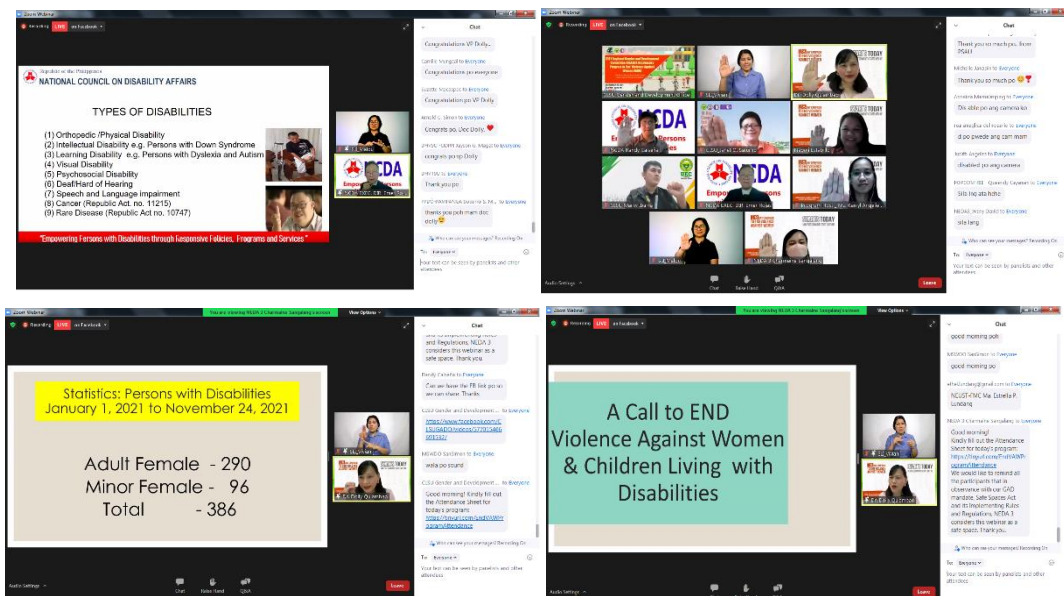
**Attendance to the joint PGT GFPS and PCAT-VAWC 3<sup>rd</sup> Quarter Meeting**

On November 5, 2021, Ms. Sheila Jane L. Gonzales, GAD Coordinator from CBA attended the joint Tarlac Provincial Government – Provincial Committee on Anti-Trafficking and Violence Against Women and their Children (PCAT-VAWC) 3<sup>rd</sup> Quarter Meeting at the Bulwagan ng mga Gobernador, Provincial Capitol Building, San Vicente, Tarlac City. The highlight of the meeting is in line with the preparation of the government agency to the annual observation of the 18-day Campaign to End VAW activities, training on GST, submission of output on HGDG training, submission of accomplishment reports, and updates on different activities with regards to VAWC and anti-trafficking.



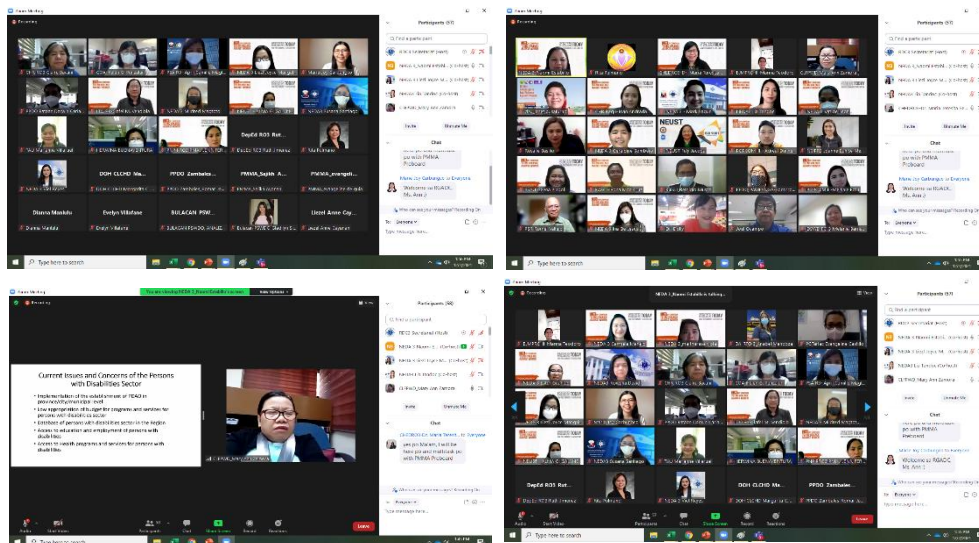
**RGADC III Advocacy Program to End VAW with the theme “VAW Free Community Starts with Me: Ending Violence Against Persons with Disabilities”**

Ms. Christal Galle S. Aguas and Dr. Rita E. Pulmano attended the RGADC III Advocacy Program to End VAW with the theme “VAW Free Community Starts with Me: Ending Violence Against Persons with Disabilities” on November 26, 2021, via ZOOM. The said webinar aimed to i) promote the participation of persons with disabilities (PWD) in development, and ii) advocate protection of women and children with disabilities against any form of violence and abuse



## Attendance to the Regional Gender and Development Committee (RGADC) III 2021 Fourth Quarter Meeting

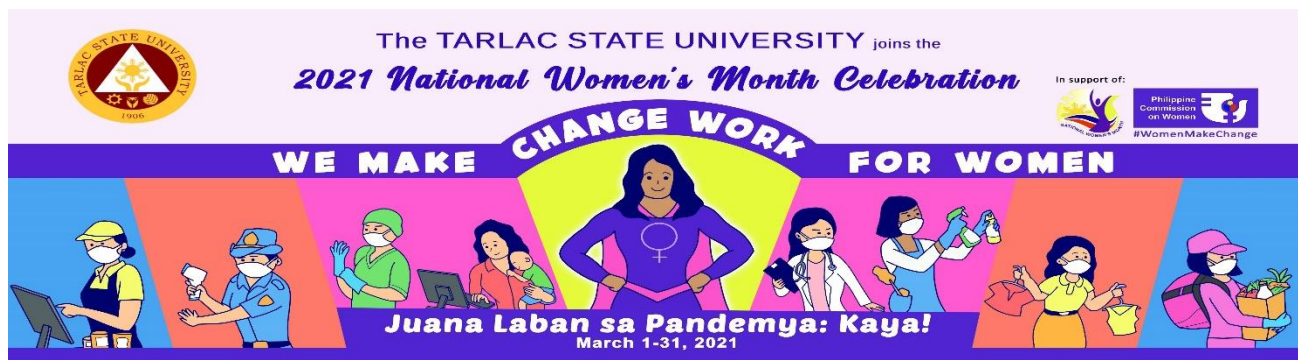
On December 7, 2021, Dr. Rita E. Pulmano, GAD Director, attended the “Regional Gender and Development Committee (RGADC) III 2021 Fourth Quarter Meeting via ZOOM. The meeting agenda includes a) request of Central Luzon Federation of Persons with Disabilities to be a member of the RDC III-RGADC; b) presentation of COA Circular No. 2021-008; and c) sharing of GAD best practices by the Department of Education Region 3.



## C.4 Gender and Development Annual Campaign/Celebration

### 2021 National Women’s Month Celebration Webinar Highlight of Activities

The **Tarlac State University - Gender and Development Office** supports the annual observation of the National Women’s Month Celebration from March 1 to 31 as initiated by the Philippine Commission on Women (PCW). The theme “**We Make Change Work for Women**”, inspires and empowers women and girls to be agents of change and to promote gender equality and empowerment for all women. This year’s celebration focuses on women’s participation in battling the COVID-19 Pandemic with emphasis on the theme “**Juana sa Panahon ng Pandemya: Kaya!**”, empowering women as harbingers of change and enabling them to participate in and benefit from development efforts.



In support of the nationwide celebration, the TSU – Gender and Development Office (GAD) in coordination with various offices and units of the university, initiated the conduct of the month-long celebration of the 2021 National Women’s Month in the following activities:

Activity	Schedule	Description
<b>Purple Tuesdays</b>	<b>March 2, 9,16,23, and 30, 2021</b>	<p>Purple Tuesdays is an advocacy activity that calls for the support of women and men advocates to advance women's rights and gender equality, break the gender stereotypes, and stop gender-based violence and discrimination against women.</p> <p>The TSU Community joined this <b>Purple Tuesdays</b> to show support for this activity.</p>
<b>Online Advocacy: #MyWonderJuana #MySuperJuan</b>	<b>March 1-31, 2021</b>	<p>The TSU-GAD encouraged the TSU Community to join this online advocacy initiated by the Philippines Commission on Women (PCW) that featured inspiring stories of Wonder Juanas and Super Juanas through social media platforms.</p>
<b>2021 NWMC Kick-Off Activity</b>	<b>March 16, 2021</b>	<p>The TSU-GAD conducted a Kick-off activity by hosting the flag-raising ceremony in support of the National Women's Month celebration. This activity served not as the only venue to commemorate women but also to highlight issues concerning women in times of health crisis. Likewise, the TSU-GAD initiated an acknowledgment segment of the program where outstanding women leaders of the university were given a bouquet in appreciation for their efforts in mainstreaming GAD across the TSU community. Free breakfast for the TSU faculty and personnel occurred right after the ceremony to give special treats to all Wonder Juanas and Super Juans of the university.</p>
<b>Series of Webinars</b>  <b>A. Juana at Juan Laban sa Pandemya, Kaya!: A Webinar on Mental Health and Well-being</b>	<b>March 23, 2021 (Faculty and Personnel)</b>	<p>This series of webinars in line with the 2021 NWMC was coordinated with the HRDMO which are the timely and relevant activities that may provide psychological support among women and men in managing their well-being in times of crisis and it provides a strong influence on individual's beliefs, emotions, behaviors, and faith in battling the challenges of these trying times. Through this webinar series, practical</p>

<p><b>B. Spiritual Care and Wellness: Juana at Juan Laban sa Pandemya: Kaya!</b></p>	<p><b>March 30, 2021 (Faculty and Personnel)</b></p>	<p>tips are provided for survival and recovery from the pandemic which includes extremities and insights into mental health and spiritual care as means of coping with work and home duties in times of crisis.</p>
<p><b>“Juana Laban sa Pandemya: Kaya! Online Contest</b></p> <p><b>A. Spoken Poetry Contest</b></p> <p><b>B. Digital Poster Making Contest</b></p> <p><b>C. Short Video Advocacy Contest</b></p>	<p><b>March 16, 2021 (Deadline of entry submission)</b></p> <p><b>March 26, 2021 (Announcement of winners)</b></p>	<p>These online contests were in collaboration with the Office of Public Information (TSU-OPA) that sought to highlight women’s contribution in addressing the pandemic, the disproportionate burden they carry and showcase the different roles that women from all walks of life play to help families, communities, and nation afloat amidst the pandemic. Online Contest include a) Spoken Word Poetry, b) Digital Poster Making Contest and c) Short Advocacy Contest. All entries in the said online contest were uploaded to the TSU Official Facebook Page of TSU-OPA.</p>

**2021 NWMC Kick-Off Activity**

In line with this, the Gender and Development Office conducted a Kick-Off Activity on March 16, 2021, by hosting the Flag-raising ceremony. Other activities included in the Kick-Off activity were giving a bouquet in appreciation to successful women leaders in the university and free breakfast for TSU employees.



## 2021 National Women’s Month Celebration Online Contests

In line with the celebration of the 2021 National Women’s Month, the Gender and Development Office in collaboration with the Office of Public Information launched the “Juana Laban sa Pandemya: Kaya! Online Contests” held on March 26-30, 2021. The goal of this online advocacy is to highlight women’s contribution in addressing the pandemic and the disproportionate burden that they carry and showcase the different roles that women from all walks of life play to help families, communities, and nations afloat amidst the pandemic. Online Contest include a) Spoken Word Poetry, b) Digital Poster Making Contest and c) Short Advocacy Contest. Moreover, all entries in the said online contest were uploaded to the TSU Official Facebook Page of TSU-OPA.



## 2021 18-Day Campaign to End Violence Against Women (VAW) Highlight of Activities

TSU-GAD Office spearheaded the annual observation of the **18-Day Campaign to End Violence Against Women** from November 25 to December 12, 2021, to support the Philippine government’s goal of protecting the human rights of women and girls by upholding its commitment to address all forms of gender-based violence and to raise awareness on the problem of violence and the elimination of all forms of violence against women and girls. The theme **“VAW-Free Starts with Me”**, elevates the campaign to positive advocacy as it enjoins everyone to pursue the common vision of a community free from violence against women and girls, and highlights what can be done to achieve such. In addition, this year’s campaign focuses on featuring **RA No. 11313 known as the Safe Spaces Act** to intensify awareness-raising on the core provisions of the law, the penalties, and mechanisms in place as the country continue to fight the COVID-19 pandemic which breeds various forms of VAW, especially online with many spending their time in the digital realm. Therefore, the campaign also emphasizes the theme **“Filipino Marespeto: Safe Spaces, KasaliTayo”**.

In addition, TSU-GAD had conducted and facilitated the following activities:

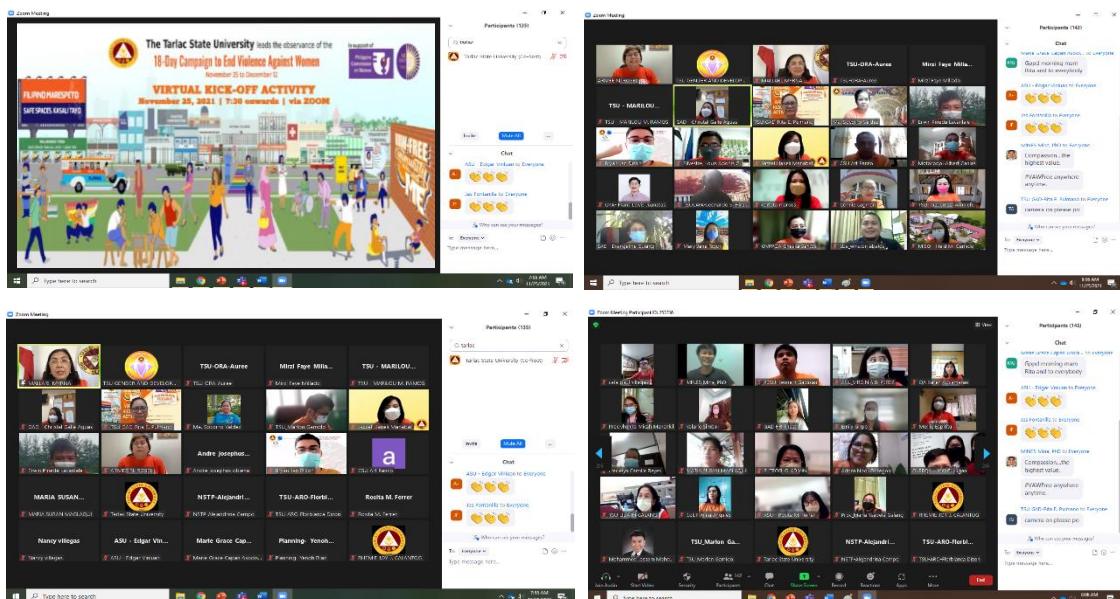
Activity	Date	Description
Virtual Kick-off Activity for the 18-day Campaign to End Violence Against Women	November 25, 2021	A virtual kick-off activity will be held in support of the campaign against VAW. The rationale behind this activity is to disseminate and raise awareness against VAW within the university.  The activity envisions to wheedle not just women, children, and people in the

		vulnerable sectors, but also men to campaign against VAW and to end the impunity, discrimination, and violence against women.
Webinar on R.A. 11313 (Safe Spaces Act) for the NSTP Students and both Students and Faculty of CCS	November 27 & 29, 2021	The webinar series aims to promote awareness with the employees and students on the concepts and statistics on VAW in the Philippine setting; provide information on laws protecting all genders, and strengthen the prevention and response system in VAW and Gender-based Violence (GBV).
Do the Macho Choir!	November 25 to December 10, 2021	In 2018, the Philippine Commission on Women, in partnership with DDB Cares, developed three (3) radio plugs entitled “Macho Choir”, featuring three 30-second nursery melodies with lyrics that emphasize that catcalling is a form of sexual harassment. With the “Do the Macho Choir” video challenge, participants can sing, dance, act, and give their creative spin to the Macho Choir and post their take on one or all of the plugs under the hashtag, #DoTheMachoChoir.  (For the details of the challenge, kindly see TSU – Office of Public Affairs’ official Facebook Page)
<u>Orange Your Icon Advocacy Initiative</u>	November 25 to December 12, 2021	This initiative enjoins government offices and private organizations nationwide to color its major landmarks or icons with orange from November 25 to December 12 this year in line with the 18-Day Campaign to End VAW. Launched in 2015, this initiative aims to attract and spark the public’s curiosity which provides opportunities for advocates to explain and declare their support to the Anti-VAW advocacy. This will serve as a springboard for public discourse and for disseminating the message of zero-tolerance for VAW.
#VAWFreePH Online Campaign	November 25 to December 12, 2021	The online advocacy campaign will be strengthened through different social media cards on VAW, use of the official hashtag: #VAWFreePH, use of 18-Day Campaign to End VAW Facebook Profile Frame available through the PCW FB page, encouraging agencies to feature the 18-Day Campaign to End VAW on their websites and social media accounts. Viber stickers bearing messages on the Safe Spaces Act and VAW, in general, will be up for download.
<i>Safe Spaces Pledge</i>	November 25 to December 12, 2021	Towards the goal of building a VAW-free community, this encourages everyone to commit to ensuring safe spaces for all in any way possible. Officials of agencies, implementers, service providers, establishment owners, educators, employers, influencers, and ordinary people can share their #SafeSpacesPledge vowing to do their part in making all spaces safe

		through actions as public servants, private institutions, or as individuals.
#SanaAllSpacesSafe Online Campaign	November 25 to December 12, 2021	This online campaign aims to encourage the public to share how they visualize a community without gender-based sexual harassment. Under the hashtag #SanaAllSpacesSafe, it serves as a platform for all genders to expound on their imagery of and hopes for a VAW-free community, also opening discussions on experiences relative to VAW and/or sexual harassment.
Two-Days Culminating Activity on the 18-Day Campaign to End Violence Against Women (VAW)	December 7 and 9, 2021 via ZOOM	This year's campaign focuses on featuring <b>RA No. 11313 known as the Safe Spaces Act</b> to intensify awareness-raising on the core provisions of the law, the penalties, and mechanisms in place as the country continue to fight the COVID-19 pandemic which breeds various forms of VAW, especially online with many spending their time in the digital realm. Therefore, the campaign also emphasizes the theme <b>"Filipino Marespeto: Safe Spaces, KasaliTayo"</b> .

### Virtual Kick-off Activity for the 18-day Campaign to End Violence Against Women

TSU-GAD spearheaded the Virtual Kick-Off Activity in line with the annual observance of the 18-Day Campaign to End Violence Against Women held on November 25, 2021, via ZOOM and Facebook live. The theme **"VAW-Free Starts with Me"**, elevates the campaign to positive advocacy as it enjoins everyone to pursue the common vision of a community free from violence against women and girls, and highlights what can be done to achieve such. In addition, this year's campaign focuses on featuring **RA No. 11313 known as the Safe Spaces Act** to intensify awareness-raising on the core provisions of the law, the penalties, and mechanisms in place as the country continue to fight the COVID-19 pandemic which breeds various forms of VAW, especially online with many spending their time in the digital realm. Therefore, the campaign also emphasizes the theme **"Filipino Marespeto: Safe Spaces, KasaliTayo"**.

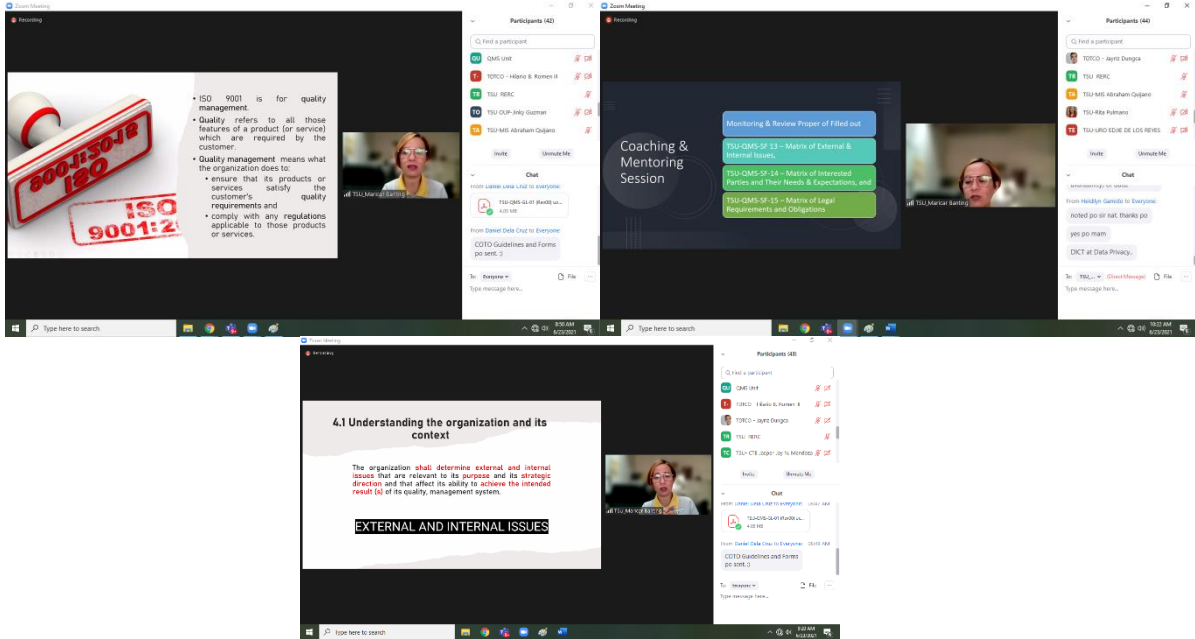




**Roadmap: D – Institutional Quality Assurance Development Plan  
D.3 Quality Management System Development**

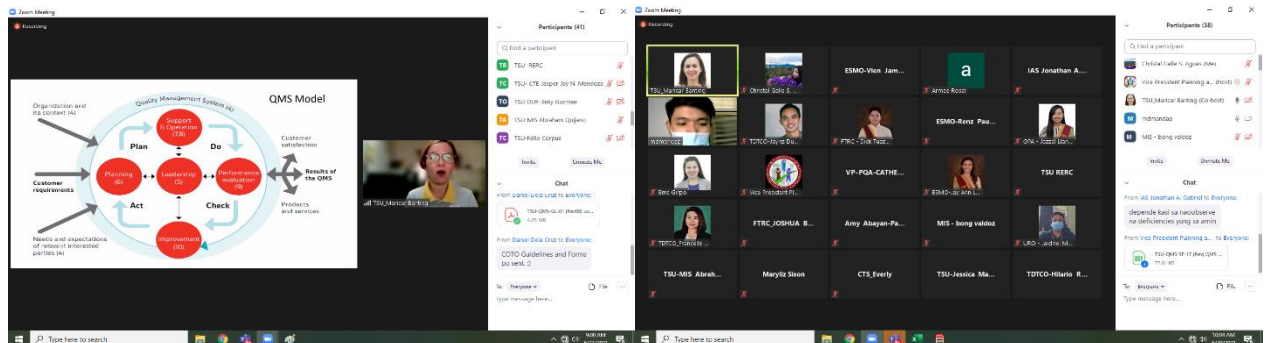
**Attendance to the Review and Updating of Documentary Requirements on Context of the Organization (COTO)**

Dr. Rita E. Pulmano and Ms. Christal Galle S. Aguas attended the first session of the review and updating of documentary requirements that focus on the Context of the Organization (COTO) held via ZOOM on June 23, 2021. This is intended as a primary requirement of ISO 9001:2015 that sought to address risks and opportunities/QMS risk assessment.



**Attendance to the Review and Updating of Documentary Requirements on QMS Risk Assessment**

Dr. Rita E. Pulmano and Ms. Christal Galle S. Aguas attended the second session of the review and updating of documentary requirements that focuses on the QMS Risk Assessment held via ZOOM on June 30, 2021. This is intended as a primary requirement of ISO 9001:2015 that sought to address risks and opportunities/QMS risk assessment.



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