



**TARLAC STATE UNIVERSITY**  
**OFFICE OF GENDER AND DEVELOPMENT**

# **FY 2024**

# **ANNUAL**

# **ACCOMPLISHMENT**

# **REPORT**

FOSTERING AN INCLUSIVE  
AND EMPOWERING  
ENVIRONMENT FOR A  
GENDER-EQUITABLE  
UNIVERSITY AND COMMUNITY.

## SUMMARY OF ACTIVITIES

### Roadmap A – Resource Management Development Plan A.1 Infrastructure, Facilities, and Equipment Development

KEY RESULT AREA (ROADMAP)	DATE	ACTIVITY/VENUE	PERSONS/ OFFICE INVOLVED
Equipment Development	November 26, 2024	Reproduction and distribution of IEC Materials on GAD Laws to Employees and Students	GAD Office

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

KEY RESULT AREA (ROADMAP)	DATE	ACTIVITY/ VENUE	PERSONS/ OFFICE INVOLVED
Executive Development	January 10, 2024	1 <sup>st</sup> Admin Council Meeting at Main AVR	Dr. Rita E. Pulmano TSU Administrative Council
	March 01, 2024	Regional Gender and Development Committee (RGADC) conducted a Women's Rights Forum: Ugnayang Bayan Series	Dr. Rita E. Pulmano Prof. Sheila Jane L. Gonzales
	March 06, 2024	1 <sup>st</sup> Regular Admin Council Meeting at CET AVR	Dr. Rita E. Pulmano
	March 19, 2024	1 <sup>st</sup> Quarter RGADC Meeting via Zoom	Prof. Christine Janelle M. Santiago
	April 03, 2024	2 <sup>nd</sup> Quarter RGADC Meeting via online	Prof. Christine Janelle M. Santiago
	April 23, 2024	1 <sup>st</sup> Quarter Meeting – GFPS-PCAT-VAWC & DCPC at Provincial Government of Tarlac	Dr. Rita E. Pulmano
	June 06, 2024	RGADC III Meeting at Capitol Compound, Bataan	Dr. Rita E. Pulmano Prof. Christine Janelle M. Santiago
	June 21, 2024	2 <sup>nd</sup> Quarter Meeting of GFPS Provincial Committee on Anti-Trafficking and Violence Against Women and Children at Provincial Government of Tarlac	Dr. Rita E. Pulmano Ms. Christina C. Ibe
	June 28, 2024	Meeting on the Committee on Decorum and Investigation (CODI)	Dr. Rita E. Pulmano

Executive Development	September 19, 2024	3 <sup>rd</sup> Quarter Meeting: RGADC III @ 10:00AM onwards at San Fernando Pampanga	Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas
	October 09-11, 2024	10 <sup>th</sup> Annual National GAD Conference for Advocators in Education and Industries with the theme: Capability Enhancement on GAD Planning and Budgeting & Research Summit for a Responsive and Genuine Institutional Transformation held at City State Austrias Hotel, Puerto Princesa City, Palawan	Dr. Rita E. Pulmano Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas
	November 12, 2024	3 <sup>rd</sup> Regular Administrative Council Meeting @ TSU Main AVR 01:00PM	Dr. Rita E. Pulmano
	November 19, 2024	Meeting for the Logistical and Sponsorship Support for the 5 <sup>th</sup> International Forensic Science Conference "Forensic Sciences without Borders"	Dr. Rita E. Pulmano
	November 25, 2024	CY 2024 4 <sup>th</sup> Quarter meeting of the 17 <sup>th</sup> RDC III – RGADC held at Raven Resort & Log Cabin, Roman Superhighway, Abucay Bataan	Dr. Rita E. Pulmano Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas
	December 03, 2024	Meeting for the 5 <sup>th</sup> International Forensic Science Conference "Forensic Sciences without Borders"	Ms. Anna Lorraine P. Capinpin
Faculty Competency Development	May 21-22, 2024	International Training Workshop on the "Advance innovation and Technology (AITECH) for Smart Sustainable Cities and Communities" held at TSU Alumni Center, Lucinda Campus	Dr. Rita E. Pulmano
	June 14, 2024	"Info Session on Free-Prior and Informed Consent (FPIC) and Indigenous People's Rights Act (IPRA) via Zoom	Prof. Jovy P. Tomas Ms. Christina C. Ibe
	Sept. 12,13,17, & 18, 2024	Safe Spaces Act Seminar	Dr. Rita E. Pulmano OGAD Unit Heads, Staff and Coordinators Teaching Personnel

Personnel Competency Development	January 17-18, 2024	GAD-HRDMO Partnership in the “Gender Sensitivity Orientation for Newly hired Employees” via Zoom at 8:00AM to 5:00PM	Assoc. Prof. Sheila Jane L. Gonzales Prof. Christine Janelle M. Santiago (Speakers) Dr. Rita E. Pulmano Mr. Marlon C. Dela Cruz OGAD Staff HRDMO-TOD Staff
	March 20, 2024	Seminar on Harmonized Gender and Development Guidelines (HGDG) via Zoom at 08:00AM to 12:00NN	Dr. Rita E. Pulmano Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas GAD Coordinators TSU Technical Working Group
	April 16, 2024	Drug Prevention Webinar via Zoom at 09:00AM to 11:00AM	HRDMO GAD Staff TSU Employees
	April 24, 2024	GAD Webinar 2: “From Margins to Mainstream; Bridging Gender Mainstreaming and Gender Analysis into Practice” via Zoom	Prof. Jovy P. Tomas Dr. Alfred Rigor Prof. Juvy V. Galamay Ms. Christina C. Ibe GAD Coordinators
	June 14, 2024	“Info-session on Free, Prior, & Informed Consent & Indigenous Peoples’ rights Act Webinar” via Zoom at 08:00AM to 12:00NN	CPIPRD Prof. Jovy P. Tomas TSU Employees
	June 13-15, 2024	TSU through Office of Gender and Development conducted a Gender-Responsive Seminar and Workshop for the Non-Academic Staff Association held at Marand Beach Resort, Bauang, La Union	Dr. Rita E. Pulmano Prof. Christine Janelle M. Santiago Ms. Anna Lorraine P. Capinpin NASA Members
	July 23-26, 2024	Capacitating and Empowering GAD Coordinators and members of the GAD Focal Point System (GFPS) through series of Training and Seminar	TSU Employees
	August 16, 2024	PTA Meeting for Childcare	Prof. Jovy P. Tomas Ms. Justice Faith Anne R. Aguilar

Personnel Competency Development	September 10-11, 2024	OGAD Strategic Planning with the theme <b>“G.R.A.C.E.: Gender-Responsive Agenda for Collaborative Empowerment”</b> held at TSU- Hotel Lucinda Campus	Dr. Rita E. Pulmano Prof. Jovy P. Tomas Prof. Christine Janelle M. Santiago Ms. Anna Lorraine P. Capinpin Ms. Christina C. Ibe Ms. Justice Faith Anne R. Aguilar Mr. Robert Andrew I. Manio OGAD Coordinators
	October 03-05, 2024	OVPA Strategic Planning at Bongabon, Nueva Ecija	Dr. Rita E. Pulmano Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas
	October 09-11, 2024	10 <sup>th</sup> Annual National GAD Conference for Advocators in Education and Industries with the theme: Capability Enhancement on GAD Planning and Budgeting & Research Summit for a Responsive and Genuine Institutional Transformation held at City State Austrias Hotel, Puerto Princesa City, Palawan	Dr. Rita E. Pulmano Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas
	October 16-17, 2024	TSU-OGAD conducted a 2-day seminar for the TSU Faculty Personnel titled “Gender-Responsive Teaching Techniques and Classroom Management”	Dr. Rita E. Pulmano Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas Ms. Anna Lorraine P. Capinpin Ms. Christina C. Ibe Ms. Justice Faith Anne R. Aguilar Mr. Robert Andrew I. Manio TSU Faculty Personnel
	October 18-19, 2024	TSU-OGAD conducted a 2-day seminar for the TSU Non-Teaching Employees titled “Gender-Advocacy on Action: Capacitating TSU Employees on Gender Justice and Anti-Violence on Women and Children”	Dr. Rita E. Pulmano Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas Ms. Anna Lorraine P. Capinpin Ms. Christina C. Ibe Ms. Justice Faith Anne R. Aguilar Mr. Robert Andrew I. Manio TSU Non-Teaching Employees

Personnel Competency Development	November 03-05, 2024	Joined the Annual University Planning held at Baguio City	Dr. Rita E. Pulmano Tsu Administrative Council Offices of the VPs and selected Staff
	November 8,12,13,14 & 15, 2024	OGAD-OHRDM partnership in the university-wide Seminar titled "Workplace Mental Health Program" held at TSU Gymnasium	Dr. Rita E. Pulmano OGAD Unit Heads and Staff HRDMO Employees
	December 10, 2024	OGAD-OHRDM-SAS partnership "Orientation on Committee on Decorum and Investigation"	Dr. Rita E. Pulmano Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas Ms. Justice Faith Anne R. Aguilar Ms. Christina C. Ibe Ms. Anna Lorraine P. Capinpin Mr. Robert Andrew I. Manio GAD Coordinators OHDRM SAS TSU Employees
	December 11, 2024	OGAD-OHRDM-SAS partnership "Grounds and Jurisdictional Cases under Committee on Decorum and Investigation"	Dr. Rita E. Pulmano Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas Ms. Justice Faith Anne R. Aguilar Ms. Christina C. Ibe Ms. Anna Lorraine P. Capinpin Mr. Robert Andrew I. Manio GAD Coordinators OHDRM SAS TSU Employees
	December 12, 2024	OGAD-OHRDM-SAS partnership "Empowering Communities to Prevent VAWC"	Dr. Rita E. Pulmano Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas Ms. Justice Faith Anne R. Aguilar Ms. Christina C. Ibe Ms. Anna Lorraine P. Capinpin Mr. Robert Andrew I. Manio GAD Coordinators OHDRM SAS TSU Employees

	December 13, 2024	OGAD-OHRDM-SAS partnership “Building a Culture of Accountability and Safe Spaces”	Dr. Rita E. Pulmano Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas Ms. Justice Faith Anne R. Aguilar Ms. Christina C. Ibe Ms. Anna Lorraine P. Capinpin Mr. Robert Andrew I. Manio GAD Coordinators OHDRM SAS TSU Employees
	December 17, 2024	OGAD-OHRDM-SAS partnership “United for Change: Cultivating a Safe, Empowered, and Violence-Free Community”	Dr. Rita E. Pulmano Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas Ms. Justice Faith Anne R. Aguilar Ms. Christina C. Ibe Ms. Anna Lorraine P. Capinpin Mr. Robert Andrew I. Manio GAD Coordinators OHDRM SAS TSU Employees

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

KEY RESULT AREA (ROADMAP)	DATE	ACTIVITY/ VENUE	PERSONS/ OFFICE INVOLVED
Student Support Services Development	February 06, 2024	OGAD-CEJPS Partnership in the Pre-Internship Seminar “Work Ethics and Safe Spaces Act” at TSU Gymnasium	OGAD Personnel CEJPS Staff MISO College Representatives
	February 08, 2024	Gender Sensitivity Orientation (TSU Laboratory School)	OGAD Coordinators Unit Heads TSU Junior and Senior High School
	February 12, 2024	Gender Sensitivity Orientation (TSU CIT Students)	OGAD Coordinators Unit Heads CIT Students

Student Support Services Development	February 19, 2024	GAD-SFAU Partnership in the seminar titled "Values Enrichment Program" from 8:00AM to 12NN held at TSU Gymnasium	SFAU Staff Participants
	March 04, 2024	Mx. Warrior Seminars for Project H.A.I Project Kaagapay & Project Akbay Kalikasan titled "EduCARE: A call to Action for HIV and AIDS Awareness"	OGAD TSU SSC
	March 11, 2024	GAD-SFAU Partnership in "Values Enrichment Program Seminar" at 8:00AM – 12:00NN at TSU Gymnasium	Dr. Oliver G. Cura Ms. Sarah T. Gonzales (speakers) SFAU Staff Participants
	March 12, 2024	Her Footsteps: Listening to Her Stories at 08:00AM – 12:00NN held at TSU Alumni Center – Lucinda Campus	Ms. Lani Juanne Mae Puri – Tindongan Mx. Cedrick John B. Malicdem Hon. Maya B. Bongco (speakers) SSC Executives SSC Apprentices KNY TSU Executives OGAD Personnel and Staff
	March 14, 2024	Her Voice at Heart	SSC Executives SSC Apprentices KNY TSU executives OGAD Personnel and Staff
	March 14, 2024	OGAD-GEMS Partnership in "The Women's of 21 <sup>st</sup> Century: Break the Stereotypes Seminar" at 08:00AM – 12:00NN at TSU Concepcion Campus	Prof. Jovy P. Tomas Ms. Anna Lorraine P. Capinpin TSU GEMS
	March 15, 2024	OGAD-GUIDANCE AND COUNSELING - LS- Partnership in "Orientation to Comprehensive Sexuality Education, Resilience to Bullying, and Safe Spaces Act" at 08:00AM – 05:00PM at TSU Lucinda Campus	OGAD Personnel and Staff Guidance and Counseling Office for LS TLS – SSG TLS – Junior and Senior HS
	March 16, 2024	OGAD-IECEP Partnership in "Laws on Women" at 01:00PM – 05:00PM via zoom	Atty. Suzanne Cruz (speaker) OGAD Personnel IECEP



Student Support Services Development	April 02, 2024	"Mx. Warrior 2024"	Dr. Rita E. Pulmano OGAD Personnel and Staff SSC CSC
	April 08, 2024	OGAD-JMA Partnership in the "High heels Higher: the Ascend of women in Business"	OGAD Personnel and Staff TSU – Junior Marketing Association
	April 29, 2024	OGAD-SFAU Partnership in the "Values Enrichment Program Seminar" at 08:00AM – 12:00NN at the TSU – Gymnasium	OGAD Personnel and Staff SFAU Staff
	May 02-03, 2024	4 <sup>th</sup> Saliksiklaban	Dr. Rita E. Pulmano Ms. Christina C. Ibe OIBD OURD Research Office
	May 06-07, 2024	OGAD-CASS Partnership in "SINAG: A Gleam of Hope through the Blazing Zeal of the Dazzling Hues" at 08:00AM – 05:00Pm at TSU – Lucinda Campus	OGAD Personnel and Staff CASS SC
	May 10, 2024	OGAD-KNY Partnership in "QUEERNATAWANAN: An Educational Discussion on Queer Representation in Leadership" at 08:00AM – 12:00NN	OGAD Personnel and Staff TSU KNY TSU Safe Space Society TSU LPEE TSU LingSoc TSU The Numerates
	May 29, 2024	OGAD-CASS SC Partnership in "CASSama, CASSali, CASSalo Youniform Design Contest"	OGAD Personnel and Staff CASS SC
	June 07, 2024	GADTimpala Awards	Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas Student Organizations

Student Support Services Development	July 29, 2024	OGAD-JFINEX Partnership in “Fostering a Gender-Inclusive Environment and Leadership” held at TSU Main AVR	OGAD Personnel and Staff JFINEX Participants
	July 30-31, 2024	OGAD-SFAU Partnership in “Skills for Excellence and Service, Strength for Society” held at TSU Main AVR	OGAD Personnel and Staff SFAU Staff Participants
	September 21, 2024	OGAD and PAFT-CHI held a “Gender Sensitivity Awareness and Pressure and Stress Management” seminar at CFTR Bldg. AVR at 08:00AM – 05:00PM	OGAD Personnel and Staff PAFT-CHI Participants
	October 25, 2024	OGAD-UAPSA Partnership “HIMPIL: Forging Urban Havens for Solace”	OGAD UAPSA Participants
	November 19-22, 2024	OGAD-EED Partnership “Financial Literacy Week”	OGAD EED
	November 25, 2024	OGAD-SFAU Partnership “General Orientation Cum Values Enrichment and Teambuilding	SFAU Staff Participants
	November 25, 2024	OGAD in Partnership with STEP “Tama Na! Paglaban sa Karahasan sa Kababaihan at Kabataan Seminar” @01:00PM – 03:00PM at TSU – Main AVR	STEP Organization Participants
	November 26, 2024	Spoken Word Poetry Competition	OGAD Personnel and Staff SSC SC
	November 28, 2024	Poster Making Competition	OGAD Personnel and Staff SSC SC

Student Support Services Development		Slogan Making Competition	OGAD Personnel and Staff SSC SC
		Chalk Art Competition	OGAD Personnel and Staff SSC SC
	December 03, 2024	Babae Ka Seminar	Dr. Rita E. Pulmano OGAD Personnel and Staff SSC CBA SC Participants
	December 03, 2024	Titindig Ako, Kasama Mo Webinar	OGAD Personnel and Staff SSC Student Council Participants
	December 07, 2024	Self Defense Seminar	OGAD Personnel and Staff CCJE – SC SSC Student Council Participants
	December 09, 2024	OGAD – GEMS Partnership “RA 11313 The Safe Spaces Act (Bawal Bastos Law)” webinar at 08:00AM – 12:00NN via Zoom	Prof. Jovy P. Tomas Ms. Anna Lorraine P. Capinpin Ms. Christina C. Ibe GEMS
	December 10, 2024	Film Showing	OGAD Personnel and Staff SSC SC
	December 12, 2024	Contemporary Dance Competition	OGAD Personnel and Staff SSC SC
		Awarding and Closing Ceremony	OGAD Personnel and Staff SSC SC Winners

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

KEY RESULT AREA (ROADMAP)	DATE	ACTIVITY/ VENUE	PERSONS/ OFFICE INVOLVED
<b>Research Publication and Presentation Development Plan</b>	May 23, 2024	Served as an Evaluator during the First University-wide Research Colloquium via Zoom	Dr. Rita E. Pulmano Prof. Christine Janelle M. Santiago
	September 04-06, 2024	Served as an Evaluator during the 2 <sup>nd</sup> University-wide Research Colloquium via Zoom	Dr. Rita E. Pulmano
	November 20-22, 2024	Served as an Evaluator during the Research Colloquium at Central Luzon State University	Dr. Rita E. Pulmano

**C.2 Community Extension Services Development**

KEY RESULT AREA (ROADMAP)	DATE	ACTIVITY/ VENUE	PERSONS/ OFFICE INVOLVED
Community Extension Services / Academe Government Agencies Linkages Development	February 07, 2024	MOA Signing between OGAD and Central Azucarera de Tarlac high School (CADTHS)	Dr. Rita E. Pulmano Prof. Christine Janelle M. Santiago Prof. Sheila Jane L. Gonzales Prof. Jovy P. Tomas Prof. Juvy V. Galamay CADTHS Faculty
	March 07, 2024	OGAD and LGU – Concepcion conducted a training on “Gender Sensitivity Orientation, We for Gender Equality and Inclusive Society” held at Matrimony Hall, Municipal Bldg. Concepcion Tarlac	Assoc. Prof. Sheila Jane Gonzales Assoc. Prof. Jovy Tomas (speakers) Ms. Anna Lorraine P. Capinpin LGU Concepcion

Community Extension Services / Academe Government Agencies	March 19, 2024	MOA Signing TSU – San Clemente LGU	Dr. Arnold E. Velasco Dr. Murphy P. Mohammed Dr. Rita e. Pulmano Prof. Christine Janelle M. Santiago Prof. Sheila Jane I. Gonzales Prof. Jovy P. Tomas Ms. Anna Lorraine P. Capinpin Mr. Jhon Deric D. Tañedo
	March 20, 2024	Served as the Resource Speaker in “Gender Sensitivity Orientation” held at Don Casimiro G. Tañedo Integrated School	Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas (speakers) Prof. Sheila Jane L. Gonzales Ms. Jamie Contreras Prof. Juvy Galamay Mr. John Deric D. Tañedo (facilitators)
	April 01, 2024	Served as the Resource Speaker in the seminar and workshop on “Gender Responsive LGU (GeRL) Ka Ba Assessment Tool Training” held at ABC Hall Municipal Compound, Gerona Tarlac	Dr. Rita E. Pulmano (speaker) Prof. Juvy V. Galamay (facilitator)
	April 26, 2024	Served as the Resource Speaker in the OGAD-CBA and COED seminar and workshop on “Gender Inclusivity and Safe Spaces Act” held at LGU Ramos	Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas (speakers)
	May 03, 2024	Served as the Resource Speaker on “Harmonized Gender and Development Guidelines (HGDG)” held at Vista Venice Highland Resort, Sitio Marucdoc, Brgy. Nagbalayong, Morong, Bataan	Dr. Rita E. Pulmano (speakers) Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas (facilitator)
	May 20, 2024	“Sexual Orientation, Gender Identity, Expression and Sex Characteristics (SOGIESC), RA 9262 Violence Against Women and their Children and Gender Inclusivity” held at Pura Event Center	Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas (speakers)
	June 04, 2024	CBA and OGAD Memorandum of agreement with the Department of Education-Schools Division of Tarlac Province	Dr. Rita e. Pulmano Prof. Christine Janelle Santiago

Community Extension Services / Academe Government Agencies	June 21, 2024	Magna Carta of Women and Gender Sensitivity Orientation seminar and workshop for the IP at Sitio Dueg, San Clemente Tarlac	Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas (speakers) Ms. Anna Lorraine P. Capinpin
	June 25, 2024	Benchmarking Activity in Bataan Peninsula State University	Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas Prof. Juvy V. Galamay OGAD Coordinators OGAD Staff
Community Extension Services / Academe Government Agencies Linkages Development	July 09, 2024	Safe Spaces Act and Gender inclusivity in the workplace for Dueg Resettlement Entrepreneurs and Marketing Association (DREAM)	Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas Prof. Juvy V. Galamay Ms. Anna Lorraine P. Capinpin
	August 01, 2024	Gender Sensitivity Training at 08:00AM – 12:00NN @ Aquatic Center, New Clark City	Dr. Rita E. Pulmano Ms. Anna Lorraine p. Capinpin Mr. John Cedric Malicdem
	August 02, 2024	Benchmarking Activity at UP Los Baños and LGU Calamba	Dr. Rita e. Pulmano Unit Heads OGAD Coordinators OGAD Staff
	August 20, 2024	Seminar and workshop on Barangay Reorientation on Gender and Development held at 2 <sup>nd</sup> Floor, One-Stop Shop Building, Municipal Hall, Gerona, Tarlac	Dr. Rita E. Pulmano Prof. Juvy V. Galamay Ms. Christina C. Ibe
	August 23, 2024	Seminar on “Navigating Mental Health Crisis at 09:00AM onwards @Capitol Center Building Macabulos Drive, San Roque Tarlac	Ms. Rosita M. Ferrer
	September 05, 2024	GSO and Women Empowerment Samahan ng Nagkakaisang Kababaihan sa Ramos @ CET – AVR	Prof. Christine Janelle M. Santiago

Community Extension Services / Academe Government Agencies Linkages Development	September 25, 2024	Gender Sensitivity Training for Investigators at 08:00AM – 05:00PM @ Officer's Club, Air Force City, Clark Air Base, Mabalacat City Pampanga	Dr. Rita E. Pulmano (speaker) Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas Ms. Anna Lorraine P. Capinpin (facilitators)
	October 22, 2024	Gender Sensitivity Training and Gender Fair Language Seminar @ 09:00AM onwards at Roofdeck Hall 3, Capitol Center building, Macabulos Drive, San Roque, Tarlac City	Ms. Rosita Ferrer
	October 24, 2024	Seminar/Workshop on Building Strong Teacher-Student Relationships (CADTHS) @ 08:00AM – 12:00Nn @ CET AVR	Dr. Oliver G. Cura (speaker) Dr. Rita E. Pulmano Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas Ms. Anna Lorraine P. Capinpin Ms. Christian C. Ibe Mr. Robert Andrew I. Manio
	October 25 & 27, 2024	Seminar/workshop on Effective Communication with Teens and Gentle parenting Approach (PGCA) at TSU – Hotel Lucinda Campus @ 08:00AM – 05:00PM	Dr. Niña Valentin Mr. Marlon C. Dela Cruz (speakers) Prof. Juvy V. Galamay
	October 29, 2024	Seminar and Workshop on Gender Inclusivity for Solid Indigenous New Adventure Guides at Café Lucinda at 08:00AM onwards	Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas
	October 30, 2024	Seminar and workshop on Gender Inclusivity and Integrity for Student Leaders at Central Azucarera de Tarlac High School Main @ 08:00AM	Prof. Christine Janelle M. Santiago
	December 21, 2024	Outreach Program for IP Community at Sitio Baag, San Jose Tarlac City	Dr. Rita E. Pulmano Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas

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

<b>KEY RESULT AREA (ROADMAP)</b>	<b>DATE</b>	<b>ACTIVITY/ VENUE</b>	<b>PERSONS/ OFFICE INVOLVED</b>
Annual Campaign/Celebration	March 12, 2024	2024 National Women's Month Celebration Kick-Off Program @ TSU Main	Dr. Rita E. Pulmano Unit Heads OGAD Coordinators OGAD Staff
Quality Management System Development	November 26, 2024	TSU-OGAD 18-DAY Campaign to End VAW Flag Raising Ceremony and Kick-Off Activity	Dr. Rita E. Pulmano Unit Heads OGAD Coordinators Student Leaders OGAD Staff

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

<b>KEY RESULT AREA (ROADMAP)</b>	<b>DATE</b>	<b>ACTIVITY/ VENUE</b>	<b>PERSONS/ OFFICE INVOLVED</b>
Quality Management System Development	January 26, 2024	Submission of the revised GPB FY 2024	Dr. Rita E. Pulmano Ms. Christina C. Ibe
	February 09, 2024	Submission of Accomplishment Report FY 2023 to PCW	Dr. Rita E. Pulmano Prof. Sheila Jane L. Gonzales Ms. Christina C. Ibe
	May 13, 2024	Endorsed GPB FY 2024	GAD Office
	May 17, 2024	Submission of Revised GAD Accomplishment Report (AR) FY 2023	GAD Office

**Other Accomplishments**

<b>DATE</b>	<b>ACTIVITY/ VENUE</b>	<b>PERSONS/ OFFICE INVOLVED</b>
January 10, 2024	Attended the Admin Council Meeting @ AVR	Dr. Rita E. Pulmano



January 23-24, 2024	OGGAD Meeting: Updates on GAD AR, revision of GPB 024, Plans for NWMC, CSM Reports and other matters	Dr. Rita E. Pulmano Unit Heads GAD Coordinators GAD Staff
January 26, 2024	Submission of the revised GPB FY 2024	Dr. Rita E. Pulmano Ms. Christina C. Ibe
February 23, 2024	Attended the PPMP 2025 Evaluation	Prof. Sheila Jane L. Gonzales Mr. John Deric D. Tañedo
March 05, 2024	OGAD Meeting	Dr. Rita E. Pulmano Unit Heads OGAD Staff SSC
March 06, 2024	Attended the First Regular Admin Council at CET AVR	Dr. Rita E. Pulmano
March 19, 2024	Attended RGADC Meeting 1 <sup>st</sup> Quarter Meeting – GAD Issues TWG	Prof. Christine Janelle M. Santiago
April 11, 2024	Joined the 2 <sup>nd</sup> Charter Anniversary Celebration	TSU Employees
April 30, 2024	OGAD Meeting: System Procedures, Operations Manual and Citizen's Charter 2024	Dr. Rita E. Pulmano Unit Heads OGAD Staff
May 07, 2024	Meeting with Office of Planning: List of Projects in the existing LUDIP, New priority infrastructure projects, the preparation of feasibility study for the projects at 01:00PM – 04:00PM @ MBA Room	OGAD unit Heads and Staff Planning Office College Deans
May 13, 2024	Endorsed GPB FY 2024	TSU – OGAD PCW
May 17, 2024	Submission of Revised GAD Accomplishment Report (AR) FY 2023	TSU – OGAD PCW
June 07, 2024	Moving Up Ceremony (Childcare)	Dr. Rita E. Pulmano Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas Ms. Justice Faith Anne R. Aguilar Ms. Anna Lorraine P. Capinpin Ms. Christina C. Ibe Mr. John Deric D. Tañedo
June 11, 2024	Summer Class: Dance Lesson	Prof. Jovy P. Tomas Ms. Justice Faith Anne R. Aguilar

June 14, 2024	Info Session on Free-Prior and Informed Consent Webinar via Zoom	Dr. Rita E. Pulmano Prof. Jovy P. Tomas Ms. Christina C. Ibe
June 21, 2024	Joint 2 <sup>nd</sup> Quarter Meeting of GAD Gocal Point System provincial committee on Anti-Trafficking and Violence Against Women and their Children (PCAT-VAWC) and Provincial Committee for the Protection of Children (PCPC) held at Bulwagan ng mga Gobernador – Capitol Building, Provincial Government of Tarlac	Ms. Christina C. Ibe
June 28, 2024	Committee on Decorum and Investigation Meeting	Dr. Rita E. Pulmano
September 04, 2024	Meeting with New VP Admin	Dr. Rita E. Pulmano
September 20, 2024	Meeting with CADTHS Staff and Supreme Secondary Learner Government @09:00AM onwards	Dr. Rita E. Pulmano Prof. Christine Janelle M. Santiago Prof. Jovy P. Tomas OGAD Staff
November 07, 2024	Attended PPMP Orientation	Mr. Robert Andrew I. Manio
December 06, 2024	Children's Month Celebration	OGAD
December 12, 2024	Childcare Christmas Party	OGAD
December 17, 2024	PPMP Evaluation FY 2025	Ms. Christina C. Ibe Mr. Robert Andrew I. Manio
December 18, 2024	Post-Evaluation Meeting for 5 <sup>th</sup> International Forensic Science Conference "Forensic Science without Borders" at 03:00PM at Main AVR	Dr. Rita E. Pulmano

## GAD MILESTONE OF ACCOMPLISHMENTS FY 2024

- TSU-GAD in partnership with TSU-CEJPS conducted a Pre-Internship Seminar for graduating students titled “**Work Ethics and Safe Spaces Act**” on February 06, 2024, at 08:00AM to 05:00PM at the TSU Gymnasium. The main objective of this event is to empower our interns to navigate the professional landscape with confidence, while promoting a workplace culture that values diversity and inclusion
- TSU-GAD in partnership with SFAU conducted an activity titled “**Values enrichment Program**” at the TSU Gymnasium on February 19, 2024, from 08:00AM – 05:00PM. This activity aims to instill values and foster a culture of excellence, care, responsibility, moral rectitude and concern for the family, school and society.
- TSU-GAD spearheaded the program for the **2024 National Women’s Month Celebration** held on March 12, 2024. Aside from the usual hosting of the flag-raising ceremony, the main highlight of the program was the recognition of remarkable contribution of women leaders of TSU who are prominent in implementing gender mainstreaming in the university. This year’s theme focused on “**WE for Gender and Inclusive Society**”, this year’s celebration seeks to promote a society that ensures inclusion, protection of fundamental freedoms, diversity, and social justice and in which every individual, each with rights and responsibilities, is empowered and encouraged to take an active role to play.
- The **Office of Gender and Development** in partnership with **TSU-Guild of Elementary Mentors Organization** conducted a seminar titled “**The Women’s of 21<sup>st</sup> Century: Break the Stereotypes**” on March 14, 2024, from 08:00AM – 12:00NN at the TSU Concepcion Campus Facade. This seminar aims to highlight and appreciate the women who have fought to break stereotypes, which leads to educating the students that women also have abilities in different fields such as medicine, education, leadership, and so forth.
- The TSU – Junior Marketing Association in partnership with the TSU – Office of Gender and Development conducted a webinar titled “**High Heels, Higher: The Ascend of Women in Business**” on April 08, 2024, from 01:00PM – 03:00PM via MS Teams. This webinar aims to help women to be empowered about themselves. They believe that this webinar is a step and a movement to women’s rights and empowerment.
- The **Office of the Scholarship and Financial Assistance Unit** in partnership with the **TSU – Office of Gender and Development** conducted an activity titled “**Values Enrichment Program**” on **April 29, 2024**, at the TSU – Gymnasium. This activity aims to instill values, and foster a culture of excellence, care, responsibility, moral rectitude and concern for the family, school and society.
- The **TSU – Kaya Natin Youth** in partnership with the **Office of Gender and Development** conducted a seminar titled “**QUEERNatawanan: An Educational Discussion on Queer Representation in Leadership**” on May 10, 2024, from 08:00AM – 12:00NN at the TSU Lucinda COED – AVR. This seminar aims to provide a platform for the voices of the LGBTQIA+ community, and to further understand their roles in the field of leadership, combating discrimination within our university and beyond.
- On June 07, 2024, at the TSU – Gymnasium the Office of Gender and Development conducted an activity “**GADTimpala Award**” during the Araw ng Parangal 2024. This award aims to honor and celebrate the efforts of student councils and organizations that have demonstrated a strong commitment to gender and development advocacy through their initiatives and activities.

- The Office of Gender and Development visited Bataan Peninsula State University for a benchmarking activity focused on the best practices of BPSU Gender and Development Focal Point System – Center for Human Rights Education (GAD-CHRE) on June 25, 2024.
- On July 23-26, 2024, the Office of Gender and Development conducted an activity titled **“Capacitating and Empowering GAD Coordinators and members of the GAD Focal Point System (GFPS) through series of Training and Seminar”** at the TSU – Main AVR. The primary objective of this initiative is to enhance the knowledge, skills, and capabilities of our GAD Coordinators and members of GAD Focal Point System (GFPS) to effectively implement gender-responsive programs and policies, make them empowered advocates and to equip and prepare them in becoming resource speakers.
- TSU – Office of Gender and Development had a Strategic Planning on September 10-11, 2024, at TSU – Hotel Lucinda Campus with the theme **“G.R.A.C.E.: Gender-Responsive Agenda for Collaborative Empowerment”**. The two-day activity commenced with the overview of Strategic Planning under the leadership of Dr. Rita E. Pulmano, OGAD Director. In the afternoon, Childcare Unit Head Prof. Jovy P. Tomas presented the Strategic Plans for Childcare Unit, while Prof. Christine Janelle M. Santiago, Unit Head of Capacity Building presented the Strategic Plans of Capacity Building and Extension Services Unit. Afterwards, Dr. Rita E. Pulmano discussed the Strategic Plans of Database and Monitoring Unit. This strategic planning activity was attended by the OGAD coordinators, OGAD Staff, and OGAD Unit Heads.
- The TSU-United Architects of the Philippines Student Auxiliary (UAPSA) in partnership with the TSU-Office of Gender and Development conducted an activity titled **“HIMPIL: Forging Urban Havens for Solace”** on October 25, 2024, at 08:00AM – 12:00NN at the TSU San Isidro Campus, CAFA Building, AVR. This activity aims to provide quality and efficient service for the architecture students at Tarlac State University.
- The Scholarship and Financial Assistance Unit (SFAU), in partnership with the Office of Gender and Development conducted an activity titled **“General Orientation Cum Values Enrichment and Teambuilding”** on November 25, 2024, from 08:00AM – 05:00PM at Conference Room Student Center Building TSU – Lucinda Campus. This activity aims to instill values and foster a culture of excellence, care, responsibility, moral rectitude, and concern for the family, school, and society.
- TSU-GAD spearheaded a **Kick-Off Activity in line with the annual observance of the 18-Day Campaign to End Violence Against Women on November 26, 2024**, during the flag-raising ceremony at TSU Main Campus. This annual advocacy campaign runs from November 25 to December 12 as mandated by Proclamation 1172, s.2006. It aims to increase public awareness on the issue of violence against women and children, and to combat all forms of gender-based violence as enshrined in the 1987 Constitution. This year’s campaign highlights the accomplishments and milestones made in the country’s efforts to prevent and address VAW toward the assessment and strengthening of VAW-related laws’ implementation, in consonance with the new six-year (2022-2027) recurring theme **“UNiEd for a VAW-free Philippines”**. GAD Director Dr. Rita E. Pulmano led the short program along with the GAD Staff and GAD Coordinators of different offices and colleges. Students also took part in the launch of the campaign by stating a commitment to pursue the common vision of a community that is free from violence against women and children.
- In line with the Campaign to End Violence Against Women and Children 2024, the **College of Business and Accountancy – Student Council** in partnership with the **TSU – Office of Gender and Development** conducted and facilitated a webinar series with a theme **“Titindig Ako Kasama Mo”** via Zoom on December 03, 2024. This webinar seeks to address important issues related to personal well-being, gender sensitivity, and fostering a campus environment that stands against discrimination and supports every individual’s journey.

- On December 09, 2024, the TSU-Office of Gender and Development in partnership with TSU-Guild of Elementary Mentors conducted a webinar titled **“RA 11313 The Safe Spaces Act (Bawal Bastos Law)”** at 08:00AM – 12:00NN via Zoom. This webinar aims to ensure the equality, security, and safety of every individual, in both private and public spaces, including online and in workplaces.
- The Office of Human Resource Development and Management (OHRDM) in partnership with the TSU - Office of Gender and Development conducted a webinar/seminar activity in line with the Campaign to End Violence Against Women and Children (VAWC) titled **“United for Change: Cultivating a Safe, Empowered, and Violence-Free Community”** on December 10,11,12,13, and 17, 2024 via Zoom. This webinar/seminar aims to address these issues by providing an in-depth orientation on the Committee on Decorum and Investigation (CODI), its jurisdiction, and the essential role it plays in safeguarding individuals, especially women and children, from all forms of violence.

**Roadmap A – Resource Management Development Plan**  
**A.1 Infrastructure, Facilities, and Equipment Development**

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

TSU-GAD is committed to raising stakeholder awareness of children's and women's rights laws, as well as assisting in the reduction of workplace and other educational institution violence. Hence, TSU-GAD reproduced and distributed a total of 1,000 pieces of IEC materials on GAD specifically on R.A. 9262 (Anti-Violence Against Women and Children) in solidarity with the nation’s 18-Day Campaign to End Violence Against Women. Such IEC materials were hand-carried to Guidance Office, different campus libraries, and other student services on November 2023, and were to be distributed to students who have transactions with the said offices.



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

**“2<sup>nd</sup> Quarter RGADC Meeting”**

On April 03, 2024, Prof. Christine Janelle M. Santiago, Unit Head of Capacity-Building and Extension Services Unit attended the 2<sup>nd</sup> Quarter RGADC Meeting via online on April 03, 2024.



## **OGAD Activity “Safe Spaces Act” for Teaching Personnel**

Office of Gender and Development conducted a seminar entitled “Safe Spaces Act Seminar”, that talks about the Republic Act 11313, “Bawal Bastos Law” or “safe Spaces Act”, in which all teaching personnel from different colleges of the university participated. The seminar lasted for 4 days, from September 12,13,17, and 18, 2024.

This seminar will not be successful without the help of our resource speakers. Atty. Vivien Yalung, Atty. Catherine Cunanan, Atty. Carisa Marie Balilia, and Atty. Jewel Dela Cruz who were not only experts at their field but were also able to give the participants a great chance to understand the topic with ease, which ended in them walking out of the venue with a mind fed with new knowledge.

The seminar is indeed crucial for creating a safe and inclusive environment within the university, not just for our teaching personnel but also for the students. Understanding our rights is never a bad thing but a step towards a more equipped world where equality and understanding prevails, ensuring that will have a space where no one would feel afraid. The time is now, if not then when? Action starts now.



## **OGAD-OHRDM Partnership in the “Gender Sensitivity Orientation for Newly Hired Employees”**

A Gender Sensitivity Orientation for newly hired employees of the institution took place on January 17-18, 2024, at the TSU CET-AVR, in keeping with the TSU-Gender and Developments Office’s goal of promoting gender-consciousness-raising, advocacy and affirmative action, and information dissemination. The purposeful event was organized and led by the Office of Gender and Development I collaboration with the Office of Human Resource Development and Management.

The seminar was divided into two days. Prof. Sheila Jane L. Gonzales (1<sup>st</sup> day) and Prof. Christine Janelle M. Santiago (2<sup>nd</sup> day) led the discourse during the GSO proper. During the discussion, the differences between sex and gender were reiterated and social structures and social institutions were also explored.

Various audio and visual presentations were used to better delve into the concepts relating to gender sensitivity. Gender stereotypes were also debunked and ways to be more gender-sensitive and inclusive were cited.

The orientation seminar is one of the continuous efforts in the University in promoting gender equality and empowering the community to gain enough knowledge on gender sensitivity.



***“Capacitating and Empowering GAD Coordinators and members of the GAD Focal Point system (GFPS) through series of Training and Seminar”***

On July 23-26, 2024, Office of Gender and Development conducted an activity “Capacitating and Empowering GAD Coordinators and members of the GAD Focal Point System (GFPS) through series of Training and Seminar held at the TSU – Engineering AVR. The primary objective of this initiative is to enhance the knowledge, skills, and capabilities of our GAD Coordinators and members of the GAD Focal Point System (GFPS) to effectively implement gender-responsive programs and policies, make them empowered advocates and to equip and prepare them in becoming resource speakers.



***OGAD Strategic Planning 2024***

TSU - Office of Gender and Development had a Strategic Planning on September 10-11, 2024 at TSU – Hotel Lucinda Campus with the theme “**G.R.A.C.E.:** Gender-Responsive Agenda for Collaborative Empowerment”. The two-day activity commenced with the overview of

Strategic Planning under the leadership of Dr. Rita e. Pulmano, OGAD Director. In the afternoon, Childcare Unit Head Prof. Jovy P. Tomas presented the Strategic Plans of Childcare Unit, while Prof. Christine Janelle M. Santiago, Unit Head of Capacity Building presented the Strategic Plans of Capacity Building and Extension Services Unit. Afterward, Dr. Rita E. Pulmano discussed the Strategic Plans of Database and Monitoring Unit. On the second day, there was team building and various activities. This strategic planning activity was attended by the OGAD Coordinators, OGAD Staff, and OGAD Unit Heads.



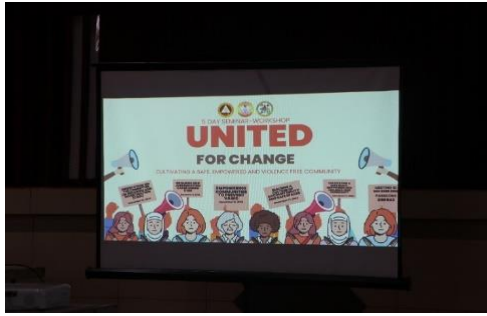
### **OGAD-OHRDM Partnership “United for Change: Cultivating a Safe, Empowered, and Violence-Free Community”**

On December 10, 11, 12, 13, and 17, 2024, Office of Gender and Development in partnership with Office of Human Resource Development and Management conducted a 5-day webinar/seminar activity in line with the ongoing Campaign to End Violence Against Women and Children (VAWC) titled “United for Change: Cultivating a Safe, Empowered, and Violence-Free Community”. This webinar/seminar aims to address these issues by providing an in-depth orientation on the Committee on Decorum and Investigation (CODI), its jurisdiction, and the essential role it plays in safeguarding individuals, especially women and children, from all forms of violence.

On the 1<sup>st</sup> day of the webinar, it focused on “Orientation on Committee on Decorum and Investigation” discussed by Mr. Marlon C. Dela Cruz. On the 2<sup>nd</sup> day is “Grounds and Jurisdictional Cases under the Committee on Decorum and Investigation” discussed by Atty. Gherold C. Benitez. 3<sup>rd</sup> day, “Empowering Communities to Prevent VAWC” discussed by Prof. Winifredo L. Luis. On the 4<sup>th</sup> day is “Building a Culture of Accountability and Safe Spaces” discussed by Atty. Mercy A. Rebuja-Aragon. And on the 5<sup>th</sup> day, “United for Change: Cultivating a Safe, Empowered, and Violence-Free Community” discussed by Dr. Rita E. Pulmano.

This seminar emphasizes the importance of empowering communities to take active roles in the prevention of VAWC, fostering a culture where individuals, especially women and children, are not only protected but also encouraged to stand up against any form of violence.





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

### *“Work Ethics and Safe Spaces Act Seminar”*

The Career Education and Job Placement Services (CEJPS) Unit in partnership with the TSU – Office of Gender and Development conducted and facilitated the seminar series on “Work Ethics and Safe Spaces Act (WESSA)” intended for the graduating students.

The WESSA was held on February 06, 2024, Tuesday at the TSU Gymnasium. CEJPS and TSU-GAD invited Ms. Sarah Mae M. Dolot, currently an Instructor of Tarlac Agricultural University, as the resource speaker for Work Ethics, while Atty. Vivien Claire Coleen A. Yalung, a licensed lawyer and Faculty of School of Law, was invited to discuss Safe Spaces Act.

Atty. Yalung started the discussion proper on Safe Spaces Act by comparing R.A. 11313 and R.A. 7877 (Anti-Sexual Harassment Act). She, then, presented the acts constitutive of gender-based streets and public spaces sexual harassment. He also suggested useful measures on how to prevent the occurrence of gender-based sexual harassment (GBSH), such as installation of readable warning signs against GBSH in establishments and designation of at least one (1) anti-sexual harassment officer to receive GBSH complaints. He concluded the session by discussing the penalties of employers who fail to implement their duties in preventing GBSH in the workplace.

Meanwhile, Ms. Dolot commenced her presentation on Work Ethics by defining “ethics” and by explaining the importance of having work ethics. She discussed the cause of ethical conduct in the workplace, reinforcing her commitment to cultivating a positive and harmonious work environment. Overall, the seminar was attended by graduating students accumulating a total of 970 (485 female and 485 male) participants.



## “Values Enrichment Program” Seminar

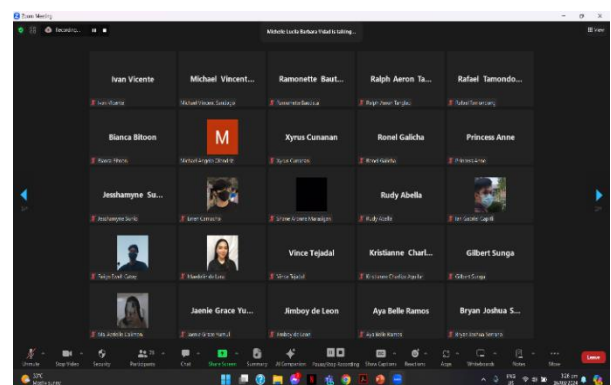
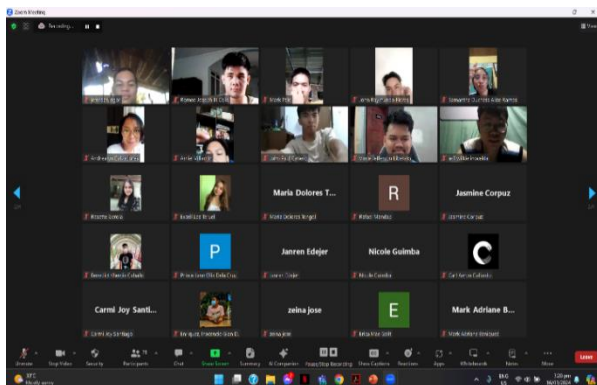
The **Office of the Scholarship and Financial Assistance Unit** in partnership with the **Office of Gender and Development** conducted a seminar titled “**Values Enrichment Program**” on March 11, 2024, at the TSU Gymnasium. This activity aims to instill values and foster a culture of excellence, care, responsibility, moral rectitude and concern for the family, school, and society.

TSU-OGAD invited Ms. Sarah T. Gonzales and Dr. Oliver G. Cura as the Resource Speakers. Ms. Gonzales focused on developing empathy and compassion to enhance relationships and create a vibrant community. She also advised the participants to build a legacy of goodness to create positive change. While Dr. Cura emphasized the importance of self-awareness for personal growth and explored the role of values as guiding principles in the decision-making process. Overall, the seminar was attended by a total of 171 participants, 67 males and 104 females.



## “Laws on Women”

The **Institute of Electronics Engineers of the Philippines (IECEP) – Tarlac Chapter** in partnership with the **TSU – Office of Gender and Development** conducted and facilitated a webinar on “**Laws on Women**” via Zoom on March 16, 2024. TSU-GAD invited **Attorney Suzanne P. Cruz**, currently a Lawyer at Escalona and Fonacier Law Offices. She started her talk by giving an outline of the presentation. The first part tackles on clarifying if there really are laws on women, highlighting equality between genders breaking the traditional gender roles being perpetuated by the society, an example being the disparity of the number of male and female among STEM graduates in the Philippines, as well among the STEM workforces. The activity was attended by a total of 74 (Male: 50; Female 24) participants. Moreover, the TSU-GAD and IECEP Officers facilitated the activity.



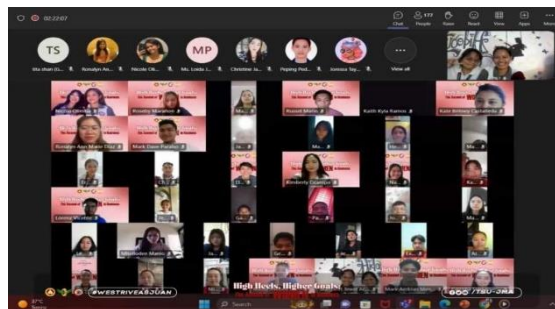
## **Mx. Warrior 2024**

The Supreme Student Council in partnership with the TSU – Office of Gender and Development conducted and facilitated the search for the next “Mx. Warrior” of TSU which was held last April 02, 2024 at the TSU Gymnasium. This activity is an annual pageant representing LGBTQIA++ community to strengthen the university’s advocacy in promoting gender equality and eco-friendly society. The newly crowned Mx. Warrior 2024 is Mx. Joana Yabut from COED. Mx. Air, Andrea De Jesus (CASS), Mx. Fire, France Esteban (CAFA), Mx. Water, Carl Chan (LS), Mx. Land, Yel Galicia (COS) were among other titles crowned in the said event. Meanwhile, various judges from different professions helped the organizers to choose among the candidates to be crowned as Mx. Warrior.



## **“High Heels, Higher: The Ascend of Women in Business”**

The **TSU – Junior Marketing Association** in partnership with the **TSU – Office of Gender and Development** conducted a Pre-Internship Seminar titled “High Heels, Higher: The Ascend of Women in Business on April 08, 2024, via MS Teams. This webinar aims to help women to be empowered about themselves. They believe that this webinar is a step and a movement to women’s rights and empowerment. The TSU-OGAD has invited Ms. Shanana Ronia T. Paulino and Ms. Loida G. Pabalinas. This activity was attended by a total of 356 attendees, 81 males and 275 females.



## OGAD Activity “GADTimpala Awards”

Araw ng Parangal is an esteemed annual event dedicated to recognizing outstanding student councils and organizations for their exemplary achievements and contributions. In line with this tradition, the Office of Gender and Development (OGAD) intends to introduce the GADTimpala Award. This award aims to honor and celebrate the efforts of student councils and organizations that have demonstrated a strong commitment to gender and development advocacy through their initiatives and activities. This activity was conducted on June 07, 2024, at the TSU Gymnasium.



## “Fostering a Gender-Inclusive Environment and Leadership” Seminar

The **TSU – Junior Financial Executives** in partnership with the **TSU – Office of Gender and Development** conducted a leadership seminar with the theme “fostering a Gender-Inclusive Environment and Leadership on July 29, 2024 at the TSU Main AVR.

TSU-OGAD invited **Ms. Christina C. Ibe, MPA**, a respected advocate for gender inclusivity in leadership. Ms. Ibe’s talk provided invaluable insights on how to embrace diversity and ensure that every voice is heard in leadership roles. Throughout the seminar, participants engaged in an open forum and team activities, all aimed at fostering collaboration and inclusivity among student leaders.



## “Skills for Excellence and Service, Strength for Society”

The Scholarship and Financial Assistance Unit in partnership with the TSU – Office of Gender and Development conducted a Scholarship Leadership Camp themed “**Skills for Excellence and Service, Strength for Society**” on July 30-31, 2024 at the TSU Alumni Center – Lucinda Campus. The focus of this training is to enable students develop their patriotism and

shape their character, civic authorities and active citizens. They might also use it as an opportunity to connect with other scholars.

TSU-OGAD invited PTR. Marl Josiah P. Paginag and Mr. Jhustine C. Malazo. This activity was attended by 60 attendees, 28 males and 32 females.



### **“Gender Sensitivity Awareness and Pressure and Stress Management” Seminar**

The *Philippine Association of Food Technologists’ Inc. Chi Chapter (PAFT-CHI)* in partnership with the *TSU – Office of Gender and Development* conducted a seminar titled “Gender Sensitivity Awareness and Pressure and Stress Management” on September 21, 2024, at AVR – CFTR Building Lucinda Campus. This activity is an ideal choice dedicated to creating outstanding leaders who can propel success and accomplish objectives in the future. The TSU-OGAD has invited Ms. Danica Shaine Rirao as the resource speaker. The activity was attended by a total of 60 (Male: 25; Female 35) participants.



### **“General Orientation cum Values Enrichment and Teambuilding” Seminar**

The Scholarship and Financial Assistance Unit (SFAU) in partnership with the TSU – Office of Gender and Development conducted an activity titled “General Orientation cum Values Enrichment and Teambuilding” on November 25, 2024, at 08:00AM to 05:00PM at the Conference Room Student Center Building TSU – Lucinda Campus. This activity aims to instill values and foster a culture of excellence, care, responsibility, moral rectitude, and concern for the family, school, and society. TSU-OGAD invited Dr. Oliver G. Cura and Ms. Sarah T. Gonzales as a resource speaker. The activity was attended by a total of 50 (Male: 16; Female 34) participants.



### ***“Tama Na! Paglaban sa Karahasan sa Kababaihan at Kabataan” Seminar***

The *Striving Towards Empowerment and Progress (STEP)* in partnership with the TSU – Office of Gender and Development conducted a seminar titled **“Tama Na! Paglaban sa Karahasan sa Kababaihan at Kabataan”** on November 25, 2024 at 01:00PM to 03:00PM at the TSU Main AVR. The seminar emphasizes the need for a deeper understanding of the issues surrounding violence against women and children. This seminar will help the attendees in applying the topics to real-life situations and reflecting on their role in making their community safer and protected.

TSU-OGAD invited **Atty. Carisa Marie P. Balilia** as the resource speaker. She provided her insights about these certain issues and further provided the participants with invaluable knowledge on how to properly address the issue and what are the safety protocols that an individual can do when facing such situations. Additionally, Atty. Balilia explains the laws that protects our women and their children to this kind of act, providing knowledge on how to properly safeguard the “ilaw ng tahanan” and the children of the family. Atty. Balilia open the program for the questions and answer where she addressed concerns and questions of the participants.



### ***“Titindig Ako, Kasama Mo” Webinar***

The **“Titindig Ako, Kasama Mo”** webinar conducted in collaboration with Office of Gender and Development Unit and Supreme Student Council on December 03, 2024, stands as collective endeavor to promote empowerment, inclusivity and support within our academic community. This webinar seeks to address important issues related to personal well-being, gender sensitivity, and fostering a campus environment that stands against discrimination and supports every individual’s journey. The partnership between these key units underscores the commitment to creating a campus environment that stands against discrimination and stands with every student in their journey. This webinar was attended by a total of 84 (Male: 17 ; Female: 67) participants.

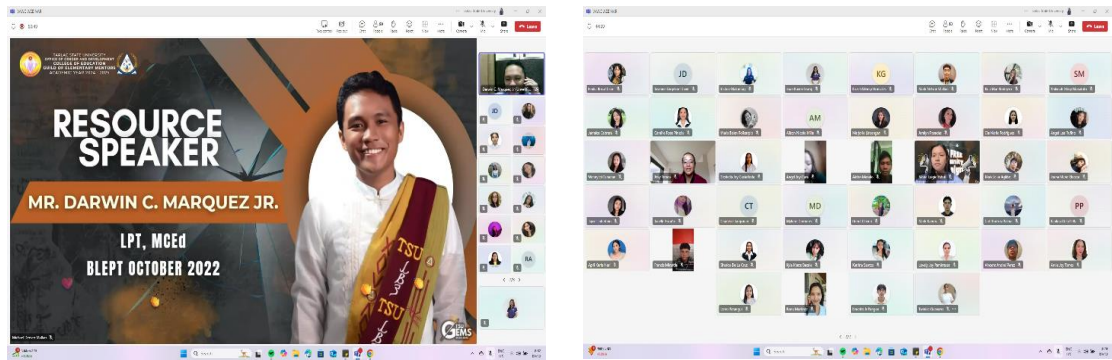


**“RA 11313 The Safe Spaces Act (Bawal Bastos Law)” Webinar**

The **TSU – Guild of Elementary Mentors** in partnership with the **TSU – Office of Gender and Development** conducts a webinar titled **“RA 11313 The Safe Spaces Act (Bawal Bastos Law)”** on December 09, 2024, via Zoom.

TSU-OGAD invited Mr. Darwin C. Marquez currently Head Teacher at Zion Christian College Inc. (formerly Capas Christian High School, Inc.). He discussed how the law protects individuals from harassment and shared practical steps to stop it. He also encouraged pre-service teachers to promote safe spaces in schools and communities. During the session, he showed a video from GMA News that captured men violating RA 11313 in public spaces particularly men showing their private parts and masturbating in public places. The video helped participants understand how harassment happens and why it must be prevented.

This webinar was attended by a total of 168 attendees (Male: 49 ; Female: 119) participants.



**Roadmap C – Research and Community Service Development**  
**C.2 Community Extension Services Development**

**“Gender Sensitivity Orientation & Gender Equality and Inclusive Society”**

On **March 07, 2024**, Prof. Sheila Jane L. Gonzales and Prof. Jovy P. Tomas served as resource speakers in the **LGU-Concepcion “Gender Sensitivity Orientation & Gender Equality and Inclusive Society”** at Matrimony Hall, Municipal Bldg. Concepcion Tarlac.





### ***“Gender-Responsive LGU (GeRL) Ka Ba Assessment tool Training”***

Dr. Rita E. Pulmano served as the resource speaker in the LGU – Gerona seminar and workshop titled **“Gender-Responsive LGU (GeRL) Ka Ba Assessment Tool Training”** held on April 01, 2024 at ABC Hall Municipal Compound, Gerona Tarlac.



### ***“Magna Carta of Women and Gender Sensitivity Orientation”***

The Office of Gender and Development conducted a seminar-workshop on Gender Sensitivity and Magna Carta of Women for the Dueg Resettlement Entrepreneurs and Marketing Association (DREAM) of Sitio Dueg, San Clemente, Tarlac on June 21, 2024.

One of the key outcomes of the seminar-workshop was the heightened awareness among DREAM members about the challenges faced by women in their community and the importance of advocating for gender equality. Participants expressed a renewed commitment to promoting gender-sensitive practices in their businesses and personal lives. Many women attendees shared that they felt more confident and empowered to assert their rights and take on leadership roles within their association and community.

The relevance of this seminar to the participants, particularly women, cannot be overstated. By understanding their rights under the Magna Carta of Women, they are better equipped to challenge discrimination and inequality. The workshop also provided practical tools and strategies for integrating gender sensitivity into their daily activities, promoting a culture of respect and inclusion.

Furthermore, the seminar-workshop fostered a sense of solidarity and mutual support among the participants. This strengthened community bonds and encouraged collective action towards achieving gender equality. The DREAM members left the seminar with a shared vision of a more inclusive and equitable society where everyone, regardless of gender, has the opportunity to thrive.





### “Benchmarking Activity”

The Tarlac State University – Office of Gender and Development visited Bataan Peninsula State University for a benchmarking activity focused on the best practices of BPSU Gender and Development Focal Point System – Center for Human Rights Education (GAD-CHRE) on June 25, 2024.

Led by Dr. Lara Velasco-Dela Cruz, OIC-Vice President for Academic Affairs with her welcoming remarks followed by a message from Dr. Ruby B. Santos-Matibag, University President.

Ms. Arlene I. Pascual, Director of GAD-CHRE shared their best practices focused on their GAD journey, the importance of GAD volunteerism, gender mainstreaming efforts, monitoring strategies and their deliverables.

On the last part of the activity, Ms. Pascual discussed further their GAD Agenda (6 years GAD Strategic Plan) and their compliance reports to the Philippine Commission on Women (PCW) such as GAD Plan and Budget (GPB) and GAD Accomplishment Report (AR).





**“Gender Sensitivity Training for Investigators”**

The Office of Gender and Development Office conducted a seminar-workshop on Gender Sensitivity Training for PAFLTC at Officer’s Club, Air Force City, Clark Air Base, Mabalacat City Pampanga on September 25, 2024.

The activity was organized by the Philippine Air Force which seeks to enrich the investigators knowledge of gender equality, gender-based violence, and investigative practices that are responsive to gender issues within the Philippine Air Force. It was attended by the different offices of Philippine Air Force with a total of 40 participants.

A comprehensive lecture was facilitated by Prof. Christine Janelle M. Santiago, Unit Head of Capacity-Building and Extension Services Unit and Prof. Jovy P. Tomas, Unit Head of Childcare Center. Their presentation covered the fundamental aspects of gender and development, including gender roles, stereotypes, social determinism, and gender equality and equity.

In the afternoon session, an interactive case study analysis was conducted which strives to strengthen the knowledge, skills, and decision-making capabilities of the Philippine Air Force participants to improve the success and overall effectiveness of the Philippine Air Force.



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

In support of the nationwide celebration, the TSU – Office of Gender and Development Office (OGAD) in coordination with various offices and units of the university, initiated the conduct of the month-long celebration of the 2024 National Women’s Month in the following activities.

**2024 NATIONAL WOMEN’S MONTH CELEBRATION  
MARCH 1-31, 2024**

**LIST OF ACTIVITIES**

<b>Activity</b>	<b>Date</b>	<b>Description</b>	<b>Estimated Budget</b>
Printing and Posting/Display of Banner/Streamer	March 1 to 31, 2024	Four (4) advocacy banners/ streamers will be posted in the university premises and uploaded to the TSU website and all online platforms. This is to	Printing of streamers/banners  <b>₱ 6,000.00</b>

		highlight the gains achieved for women and girls, assess actions toward gender equality and look forward to steps that must be taken to ensure progress in empowering women.	
Kickoff Activity for National Women's Month Celebration	March 12, 2024	A university-wide hosting of the Gender and Development Office of the flag-raising ceremony in support to the NWMC. This activity is a venue to commemorate women and to celebrate Filipino women's power to take the narrative, raise priority issues that matter to them, and call for concrete actions.	Free Breakfast 500 pax x 150 = <b>P 75,000.00</b>  2024 Advocacy Purple Shirts 1,300 pcs x 400 = <b>P 520,000.00</b>  Award Badge (Made of Wooden Beads) 700 pcs x 110 <b>P 77,000.00</b>
#PurpleFridays	March 1,8,15,22, & 29, 2024	The TSU Community is encouraged to wear anything <b>PURPLE</b> on all Wednesdays of March to signify support to gender equality and women's empowerment.	N/A
Photobooth	March 12, 2024	This will highlight the advocacy for 2024 in capturing the fun moments and activity while promoting a sense of community and inclusivity in support for the celebration of National Women's Month with the theme " <b>We for gender equality and inclusive society</b> ".	<b>P 10,000.00</b>
#PurpleYourIcon Online Advocacy	March 1-31, 2024	To make the advocacy take over the online realm, the TSU Community is encouraged to post about the celebration/campaign, and sharing posts from PCW's official social media accounts regarding 2023 NWMC.  The TSU community can also use the NWMC Advocacy Profile Photo Frame and other online materials (Instagram Story/Facebook My Day Frames, and Viber Stickers). They can also showcase their activities online and join the online thread using <b>#WEcan beEquALL</b> .	N/A

## “2024 NWMC Kick-Off Activity”

TSU-GAD, headed by Dr. Rita E. Pulmano with the assistance of OGAD Coordinators and OGAD Staff, spearheaded the **Kick-Off Program for the National Women’s Month Celebration 2023** during the flag-raising ceremony on **March 12, 2024** at the TSU Main Campus. With the theme, **“WE for Gender Equality and Inclusive Society”**, this year’s celebration seeks to promote a society that ensures inclusion, protection of fundamental freedoms, diversity, and social justice and in which every individual, each with rights and responsibilities, is empowered and encouraged to take **an** active role to play. Furthermore, with the sub-theme **“Lipunang Patas sa Bagong Pilipinas: Kakayahan ng Kababaihan, Patunayan!”**, this year’s celebration will call for a Bagong Pilipinas where women are given equitable opportunities and not hindered by gender biases and discriminatory stereotypes.

After the Kick-off program, attendees were given free breakfast.



## 2024 18-Day Campaign to End Violence Against Women (VAW) Highlight of Activities

To continuously advocate for the prevention and elimination of VAW in the country, the Philippine Commission on Women (PCW) is calling for solidarity among every Juan and Juana as it leads the annual 18-day Campaign to End VAW with the 2022-2027 recurring campaign theme, “VAW Bigyang Wakas ito na ang Oras.”

**TSU-GAD Office** spearheaded the annual observation of the **18-Day Campaign to End Violence Against Women** from November 25 to December 12, 2024, 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.

### 2024 18-DAY CAMPAIGN TO END VAWC November 25-December 12, 2024

#### LIST OF ACTIVITIES

EVENT	DATE	DESCRIPTION	REQUEST	PERSONS/OFFICE INVOLVED
<b>Printing and Posting/Display of the 18-Day Campaign to End</b>	November 25 to	Twenty-three (23) advocacy banners/ streamers will be posted in the university	Printing of streamer/banners	<b>GAD Office</b>

<p><b>VAW Advocacy Banner/Streamer</b></p>	<p>December 12, 2024</p>	<p>premises and be uploaded to the TSU website and all online platforms to inform TSU stakeholders on the national campaign to eliminate all forms of violence against women.</p>		
<p><b>Program Activity for the 18-day Campaign to End Violence Against Women</b></p>	<p>November 26, 2024  07:00AM onwards</p>	<p>The rationale behind this activity is to disseminate and raise awareness against VAW within the University.</p> <p>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.</p>	<p>Free Breakfast 1200 pax x 75 = <b>Php 90,000</b></p> <p><b>TOTAL: PHP 90,000.00</b></p>	<p><b>GAD Staff and Coordinators Colleges and Offices</b></p>
<p><b>SELF-DEFENSE SEMINAR</b></p>	<p>Nov. 28, 2024 08:00AM – 05:00PM</p>		<p>130 pax x 75 = <b>Php 9,750.00 (am snacks)</b></p> <p>50 pax x 150 = <b>Php 7,500.00 (lunch)</b></p> <p>130 pax x 75 = <b>Php 9,750.00 (pm snacks)</b></p> <p>*Honorarium for Speaker Php 2,000.00 x 2 pax = <b>Php 4,000.00</b></p> <p><b>TOTAL: PHP 31,000.00</b></p>	<p><b>OGAD GAD Coordinators and Staff CCJE - Student Council</b></p>

<p><b>BABAE KA, HINDI BABAE LANG SEMINAR</b></p>	<p>Nov. 29, 2024 07:00 AM – 12:00NN</p>		<p>80 pax x 75 = <b>Php 6,000.00</b> (snacks)</p> <p>*Honorarium for Speaker <b>Php 2,000.00</b></p> <p>*Token for Speaker <b>Php 2,000.00</b></p> <p><b>TOTAL: PHP 10,000.00</b></p>	<p><b>OGAD GAD Coordinators and Staff SSC - Student Council</b></p>
<p><b>TITINDIG AKO, KASAMA MO WEBINAR</b></p>	<p>Dec. 03, 2024 01:00 PM – 05:00 PM</p>		<p>20 pax x 75 = <b>Php 1,500.00</b> (snacks)</p> <p>*Honorarium for Speaker Php 2,000.00 x 2 pax = <b>Php 4,000.00</b></p> <p><b>TOTAL: PHP 5,500.00</b></p>	<p><b>OGAD GAD Coordinators and Staff CBA - Student Council</b></p>
<p><b>BAWAL BASTOS SEMINAR (GUARDS)</b></p>	<p>December 12, 2024 08:00AM – 05:00PM (2 sessions)</p>	<p>addresses gender-based sexual harassment in public areas such as streets, privately-owned places open to the public, and public utility vehicles, among others.</p>	<p>80 pax x 100 = <b>Php 8,000.00</b> (snacks)</p> <p>20 pax x 150 = <b>Php 3,000.00</b> (lunch)</p> <p>80 pax x 100 = <b>Php 8,000.00</b> (snacks)</p> <p>*Honorarium for the Speaker 2 pax x 10,000= <b>Php 20,000.00</b></p> <p><b>TOTAL: PHP 39,000.00</b></p>	<p><b>OGAD GAD Coordinators and Staff</b></p>
<p><b>Anti-Violence Against Women Campaign</b></p>	<p><b>Dec. 05, 2024</b></p> <p><b>Nov. 26, 2024</b></p>	<p>This activity aims to raise awareness against VAWC and to further the knowledge of students about the rights and protection of women and children through competitions which will encourage the</p>	<p><b>*PRIZES FOR INFOMERCIAL*</b> 1<sup>st</sup> Place: Php 3,000.00</p> <p>2<sup>nd</sup> Place: Php 2,000.00</p> <p>3<sup>rd</sup> Place: Php 1,000.00</p> <p><b>*CONTEMPORARY DANCE*</b> 1<sup>st</sup> Place:</p>	<p><b>OGAD TSU – Supreme Student Council CBA – Student Council CASS – Student Council CCJE – Student Council CAFA – Student Council CPAG – Student Council</b></p>

		students to express their creativity and talent	Php 7,000.00 2 <sup>nd</sup> Place: Php 5,000.00 3 <sup>rd</sup> Place: Php 3,000.00 <b>*CHALK ART COMPETITION*</b> 1 <sup>st</sup> Place: Php 5,000.00 2 <sup>nd</sup> Place: Php 3,000.00 3 <sup>rd</sup> Place: Php 2,000.00 <b>*FILM MAKING*</b> 1 <sup>st</sup> Place: Php 10,000.00 2 <sup>nd</sup> Place: Php 7,000.00 3 <sup>rd</sup> Place: Php 5,000.00 <b>*SPOKEN POETRY*</b> 1 <sup>st</sup> Place: Php 2,500.00 2 <sup>nd</sup> Place: Php 2,000.00 3 <sup>rd</sup> Place: Php 1,500.00 <b>*POSTER MAKING*</b> 1 <sup>st</sup> Place: Php 3,500.00 2 <sup>nd</sup> Place: Php 2,500.00 3 <sup>rd</sup> Place: Php 1,500.00 <b>*SLOGAN*</b> 1 <sup>st</sup> Place: Php 2,500.00 2 <sup>nd</sup> Place: Php 2,000.00 3 <sup>rd</sup> Place: Php 1,500.00 <b>TOTAL:</b> <b>Php 72,500.00</b>	<b>COED – Student Council</b> <b>CCS – Student Council</b> <b>CIT – Student Council</b> <b>COS – Student Council</b> <b>COE – Student Council</b> <b>LS – Student Council</b> <b>GAD Staff and Coordinators</b>
	<b>Nov. 27, 2024</b>			
	<b>Dec. 05, 2024</b>			
	<b>Nov. 26, 2024</b>			
	<b>Nov. 27, 2024</b>			
	<b>Nov. 27, 2024</b>			

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

The Tarlac State University joins the 18-Day Campaign to End Violence Against Women and Children, an annual advocacy campaign that runs from November 25 to December 12 as mandated by Proclamation 1172, s. 2006.

It aims to increase public awareness on the issue of violence against women and children, and to combat all forms of gender-based violence as enshrined in the 1987 Constitution.

This year's campaign highlights the accomplishments and milestones made in the country's efforts to prevent and address VAW toward the assessment and strengthening of VAW-related laws' implementation, in consonance with the new six-year (2022-2027) recurring theme "UNiTEd for a VAW-free Philippines".

Let us all work together to pursue our shared vision of a VAW-free community!





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

**TSU GAD Accomplishment Report FY 2023**

On May 07, 2024, the Office of Gender and Development submitted the GAD Accomplishment Report F.Y. 2023 to the Gender Mainstreaming Monitoring System of the Philippine Commission on Women. The AR has a total of 50.17% of GAD Utilization.

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT FY 2023											
Reference: Endorsed GPB #2023-015019						Date Endorsed: Mar 02, 2023					
Organization: Tarlac State University						Organization Category: State Universities and Colleges, State Universities and Colleges					
Organization Hierarchy: Tarlac State University											
Total Budget/GAA of Organization:		865,485,000.00									
Actual GAD Expenditure		36,437,890.42		Original Budget		72,631,234.68					
				% Utilization of Budget		50.17					
% of GAD Expenditure:		4.21%									
	Gender Issue GAD Module	Case of Gender Issue	GAD Result Statement GAD Objective	Relevant Organization WFO/FP or PPS	GAD Activity	Performance Indicators (Targets)	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost Expenditure	Responsible Unit/Office	Valence/ Remarks
	1	2	3	4	5	6	7	8	9	11	12
CLIENT-FOCUSED ACTIVITIES											

**Revised TSU GAD Plan and Budget FY 2024**

On May 13, 2024 the Office of Gender and Development submitted the GAD Plan and Budget F.Y. 2024 through the Gender Mainstreaming Monitoring System of the Philippine Commission on Women. The revised GPB has a total of 11.44% of GAD Allocation.

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2024**

Sequence No.: 2024-018022	
Organization: Tarlac State University	Organization Category: State Universities and Colleges, State Universities and Colleges
Organization Hierarchy: Tarlac State University	
Total Budget/GAA of Organization:	\$14,490,000.00
Total GAD Budget	93,170,000.00
	Primary Sources 93,170,000.00
	Other Sources 0.00
% of GAD Allocation:	11.44%

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization /MCHPAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
1	2	3	4	5	6	7	8	9	
<b>CLIENT-FOCUSED ACTIVITIES</b>									

THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND ENDORSED THROUGH THE GMS

DR. RITA E. PULMANO  
DIRECTOR, OGAD

DR. ARNOLD E. VELASCO  
UNIVERSITY PRESIDENT

REPORT GENERATED: 05/14/2024  
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