

UPDGO ACCOMPLISHMENT REPORT 2020





The UP Diliman Gender Office is the office that attends to all gender matters at the University of the Philippines Diliman. It operates and serves under the Office of the Chancellor, UP Diliman.

The UP Diliman Gender Office (UPDGO)

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Message from the Chancellor



The UP Diliman Gender Office (UPDGO), one of the offices under the Chancellor, is mandated to attend to all gender matters within the campus. The UPDGO provides Gender Sensitivity Training (GST) as well as information and advocacy campaigns on gender and gender-related topics across units of UP Diliman, and it also leads in our adoption of Gender Mainstreaming as stipulated in the Magna Carta of Women.

Gender informs the way we treat ourselves and others. These socially constructed lenses shape the way we behave, talk, and treat our colleagues, staff, and students. It also shapes the way we teach. I teach Mathematics, which many people find to be a gender-neutral discipline. But in my classes I teach that nothing is neutral; even the way I teach is not free of my gender lenses, whether I am aware of this or not.

Our goal is to shed the conventional ways that gender is viewed and discussed; to show that gender is a way of treating people and looking at ourselves. Gender shapes the way we run our offices and design our programs, which makes gender sensitivity training and gender awareness necessary across disciplines and offices.

In fact, such training has already begun. A GST was held for UP officials after a high-ranking

officer tweeted insensitive jokes about women. Such narrow perspectives should not come from UP because we protest against inequality, bigotry and intolerance, and we value ideals of open-mindedness, tolerance, equality, and respect for others.

This highlights the tremendous importance of gaining support for gender mainstreaming from the leadership of all units. No matter how extensively we are able to develop gender awareness, sensitivity, and responsiveness in our community, gender mainstreaming cannot be implemented at all levels without the endorsement of our unit heads. Deans and all members of the Executive Committee must therefore act as champions of gender mainstreaming in our programs.

Another challenge is to move beyond compliance with regard to the achievement of the 5% utilization of our total budget for gender and development (GAD). We must transform our GAD budget targets into real awareness through programs that serve to achieve gender justice. This 5% GAD budget utilization should be the force that advances gender awareness, gender sensitivity, and gender responsiveness in the university.

Gender mainstreaming and gender awareness must be promoted through continuous

information campaigns as well as the full support of our Deans and all Heads of units. It is my hope that all units finally establish and activate their GAD Committees, assign members as GAD focal point persons, and motivate them to initiate GAD activities, participate in gender mainstreaming efforts, and work together with the UP Diliman Gender Office.


Fidel R. Nemenzo, D.Sc.

Chancellor
University of the Philippines
Diliman

Message from the Officer-in-Charge



Upon returning from my maternity leave, I did not expect to lead the UPDGO – and in the middle of the pandemic. This was truly a first. Having been a part of the UPDGO since 2011 made for a smooth transition of leadership. And with an appointment that was for only fifteen days, in my mind, this was only going to be a brief task of leading the organization in the celebration of the UPD Pride in June 2020 as we waited for the new Coordinator.

After the first appointment ended, a renewal came every fifteen days until the end of December. The short term of each appointment greatly affected my treatment of the direction of the office, which at first was, in turn, also in the short-term. However, after three months, I took it upon myself to plan for the long-term and meet the needs to plan for the last quarter of 2020 despite the bimonthly nature of my OIC appointment.

Administrative concerns aside, 2020 has been a challenging year for the UPDGO, as with the rest of the world. The rise of practices such as work-from-home (WFH) arrangements, the extensive use of technology, and the blurring of lines between work and personal time have provided opportunities and challenges as well. WFH meant the need for sufficient support to successfully engage in work, such as internet subsidy,

courier services, and even the use of social media to monitor the well-being of everyone who is part of the office. The WFH arrangement was complemented by the physical reporting of equally dedicated staff, and despite the numerous documents that needed to be submitted physically, we were able to beat all these deadlines.

As we set our sights on 2021, we aim to continuously enhance the work style developed under the new normal. The UPDGO's collaborative work style has proven to be a good foundation for its online work adaptation strategies. We have successfully migrated all of our programs and services online – training, counseling, consultation, and publication. And we did not merely migrate these, but we also ensured that the programs and services remain as close to the original format and experience as possible so that only the mode of engagement has changed. Safeguarding the morale and well-being of colleagues has been crucial in the successful implementation of these activities. New challenges have emerged – the need for new strategies to reach people with poor internet connectivity, explore new modes of learning other than live video streaming, provide services on a face-to-face basis while observing health protocols, and continue the generation of new knowledge.

Our GAD Committees have been our consistent partners in most of these endeavors. We were able to establish new committees, consolidate the members, and enhance their knowledge and skills for gender analysis, planning, and budgeting. We had been able to achieve all these with the full support of Chancellor Fidel R. Nemenzo, D.Sc. and assistance from the Budget Office.

We are continuously learning: we will rise above the limitations presented by the pandemic and creatively navigate the new normal, in order to remain true to our objective of a safe UP Diliman – an academic institution that remains conducive to learning, respects human rights, and protects its constituents and partners from all forms of gender-based violence.

Onwards with GAD,

Kristel May Gomez-Magdaraog, RSW, MAWD

Officer-In-Charge
(June 10 2020 to March 31, 2021)
Training and Advocacy Officer

Introduction

The UP Diliman Gender Office (UPDGO) serves under the Office of the Chancellor with the mandate of attending to the implementation of gender mainstreaming and promotion of gender knowledge and discourses at the University of the Philippines Diliman. We enjoin all sectors of the UP Community to work towards maintaining a humanitarian, safe, and gender-responsive campus, free from all forms of discrimination, abuse, and violence. Advocating strategies for promoting human rights of women and working for the elimination of discrimination in sex and sexuality, the UPDGO is in the service of and cooperates with twenty-four (24) colleges and fifty-eight (58) units, the constituent offices of the Chancellor and Vice-Chancellors, and all student populations and organizations within UP Diliman through its programs: *Training and Seminars, Research and Publication, Psychosocial and Legal Counseling, GAD Focal Point System and GAD Committee Work, and Advocacy and Public Service.*



One Billion Rising 2020 at the AS Steps

Training and Seminars

Seminars, forums, and discussions that tackle gender discourses, issues, and concerns are conducted for various sectors within UP Diliman. Established training programs offered on demand are (1) the *Gender Sensitivity Training (GST)* for all Faculty, Research, Extension and Professional Staff (REPS), Administrative Staff, Non-UP Contractual (NUPC) workers, and other workers (regardless of status) and (2) the *Gender*

Sensitivity Orientation (GSO) for students at the basic education, undergraduate, and graduate levels. To complement regular training offerings, the UPDGO is currently developing training modules for Gender Sensitivity Training, SOGIE (Sexual Orientation, Gender Identity and Expression) Education and Masculinities Studies. Through the years, seminars and forums have also been developed in response to sector-specific

requests, covering topics such as: Violence Against Women and their Children (VAWC); gender-based violence (GBV); Paralegal Training; Gender Sensitive Interviewing; SOGIE; and Masculinities. A primary strategy in crafting and conducting such training is the Training Needs Assessment (TNA), which guides in adapting the discussions towards addressing the needs and issues of audiences and ensuring relevance and relatability.

Research and Publication

Research and advocacy publications, statements, popular materials, and multi-media productions are developed and produced to generate new knowledge, disseminate information on gender education concepts, promote

UPDGO program services and activities, and cultivate ongoing conversations on gender within UP Diliman. These include Information, Training, and Advocacy (ITA) materials, brochures, instructional pamphlets, reprints of Philippine

laws on gender, the UPDGO Monograph Series, the bilingual academic journal *Diliman Gender Review (DGR)*, video productions on gender education and events, and regular episodes of the online radio show *DZUP GENDERadyo*.

Psychosocial and Legal Counseling

Psychosocial, emergency crisis, and legal counseling is made available to UP Diliman constituents in need of advice, options, and recommendations for appropriate courses of action in relation to gender and gender-related issues, oppression, abuse, sexual harassment, rape, gender-based violence (GBV), family violence, and violence against women and children (VAWC). As

discussed in the *DGR 2018* article “Ang Diliman Gender Office sa Pagsusulong ng Hustisyang Pangkasarian at Makataong Karapatan: Panimulang Paglalagom ng 15 Taong Paglilingkod”, (1) the UPDGO’s qualified counselors provide immediate emotional relief, extend assistance to survivors in crisis, share pertinent information, and discuss various options with the survivors; and (2) the services

offered observe guidelines for feminist and gender-sensitive counseling with the goals of recognizing, understanding, and acknowledging the counselees’ gender, socioeconomic, and political predicaments, marginalization, and oppression as well as discussing options for working towards empowerment. These services are confidential and free of charge.

GAD Focal Point System

Oversight of the *creation, strengthening, capacity building, and the gender mainstreaming work contributions and performance of the UP Diliman Gender and Development Focal Point System (GFPS)* – which, as stated in the Magna Carta for Women (MCW), stands as the “mechanism for catalyzing and accelerating gender mainstreaming” (MCW Section 36-b) towards “the formulation, implementation,

and evaluation of the Gender and Development (GAD) plans, programs and activities and budget in their respective offices” (MCW Section 11) – falls upon the UPDGO. Headed by the UP Diliman Chancellor as the constituent university GAD Champion and the UPDGO as the GAD Focal Point, the GFPS is composed of GAD Committees from all colleges, units, and offices in the UP Diliman. We provide

them with training, support, consultation, and guidance for planning, conceptualizing, initiating, implementing, and leading their own GAD programs, activities and projects (PAPs) at the college and unit levels. The GAD Committees also report their GAD plans and accomplishments to us for inclusion in the government-mandated annual GAD report submissions.

Advocacy and Public Service

UP Diliman campus-wide campaigns, celebrations, and partnerships for gender forums, films, educational and interactive theater, and the like comprise our *advocacy work for the promotion of women’s empowerment and gender equality and justice*. The UPDGO initiates, catalyzes, participates in, collaborates on, and promotes PAPs that: (1) propagate conversations on gender; (2) respond to timely

community and national gender issues; and (3) commemorate in solidarity with national and international celebrations such as *One Billion Rising, International Women’s Day and Women’s Month, Pride, International Day Against Homophobia, Transphobia and Biphobia (IDAHOT)*, and the *18-Day Campaign to End Violence Against Women*. Gender mainstreaming outside of UP

Diliman comprises our *public service* work, where we bring the services we offer to people beyond the UP community. Sharing gender knowledge, skills, and GAD committee work practices with various universities, colleges, government offices, and public and private institutions and organizations helps spread gender sensitivity, responsiveness, and justice in theory and practice.

Gender work at UP Diliman was conducted as usual in January and February 2020. The outset of the COVID-19 pandemic in the country in March 2020 prompted the UPDGO to begin reorienting itself to the needs of the new situation. By the middle of 2020, we began to achieve a foothold on the reorientation and adaptation to the halt on physical reporting, the conversion of all programs, projects, and activities to the online mode of delivery, and the transition of staff duties and responsibilities to work-from-home arrangements. As we persevered through the pandemic, we were able to accomplish our work with high productivity in the midst of remote work:

- Sustained implementation of all gender mainstreaming activities and gender-sensitive consciousness-raising through training, advocacy, research and publication, and crisis and legal counseling;
- Mobilization, inclusion, and involvement of the GAD Committees in preparatory, planning, and implementation of PAPs for all advocacy campaigns and celebrations in UP Diliman (such as One Billion Rising, Women's Month, UP Diliman Pride Month, and IDEVAW celebrations);
- Promotion of the whole-unit approach in taking the GST program and related training offerings;
- Invitation to all Faculty, REPS, and Administrative Staff to conduct gender research and submit these to the *DGR*, the official academic bilingual journal of the UPDGO;
- Continued provision of crisis and legal counseling and support;
- Promotion of gender discourses and conversations through *DZUP GENDERadyo*;
- Promotion of the formation, revitalization, and capacity building of the GAD Committees of all colleges and units in order to consolidate the GFPS of UP Diliman;
- Professional development workshops for GAD Committees covering GFPS learning and application of the *Harmonized Gender and Development Guidelines (HGDDG)* and the introductory orientation of the *Enhanced Gender Mainstreaming Framework (GMEF)* for both measuring the GAD value of PAPs and ensuring their gender responsiveness from conceptualization to implementation;
- Campaign for colleges and units to evaluate their PAPs for GAD components using the HGDDG and to submit these as GAD accomplishments supported by figures for both direct expenses and attributions; and
- GAD Committee submission of Accomplishment Reports for 2020.

The GAD Committee submissions of GAD Accomplishments and the ensuing reporting at the UP Diliman GAD Summit reflects the commitment to mainstreaming, accounting and reporting of the University's GAD accomplishments amidst its rich practice of gender mainstreaming, which UP Diliman has continued to strive to achieve, notwithstanding the pandemic.

As COVID-19 transformed the world throughout the rest of the year, the UPDGO continued to fulfill its mandate of addressing all gender matters in the University of the Philippines Diliman and caring for the gender needs of its constituents through its people-centered leadership, management of staff, and the migration of all services online.



Program Areas

The UP Diliman Gender Office (UPDGO) serves and cooperates with colleges, units, the constituent offices of the Chancellor and Vice-Chancellors, and all student populations and organizations within UP Diliman through the following programs: *Training and Seminars, Research and Publication, Psychosocial and Legal Counseling, GAD Focal Point System and GAD Committee Work, and Advocacy and Public Service.*

Training and Seminars

We provide gender and development (GAD) education to various sectors of UP Diliman in the form of seminars, forums, and discussions that tackle gender discourses, issues, and concerns. We deliver training in the form of established training programs such as the *Gender Sensitivity Training (GST)* and the *Gender Sensitivity Orientation (GSO)* along with seminars and forums developed in response to sector-specific requests within and outside of UP through the years.

Gender Sensitivity Training (GST) for Faculty, REPS and Administrative Staff

Gender Sensitivity Training is offered on demand to faculty, Research, Extension and Professional Staff (REPS), administrative workers, Non-UP Contractual (NUPC) workers, and other workers regardless of employment status. The GST is comprised of four parts, namely (1) Basic Concepts, (2) Gender and History, (3) Gender and the Law, and (4) UP Anti-Sexual Harassment Code (UPASH Code), which all employees are required to refamiliarize themselves with every three (3) years in fulfillment of the University mandate.

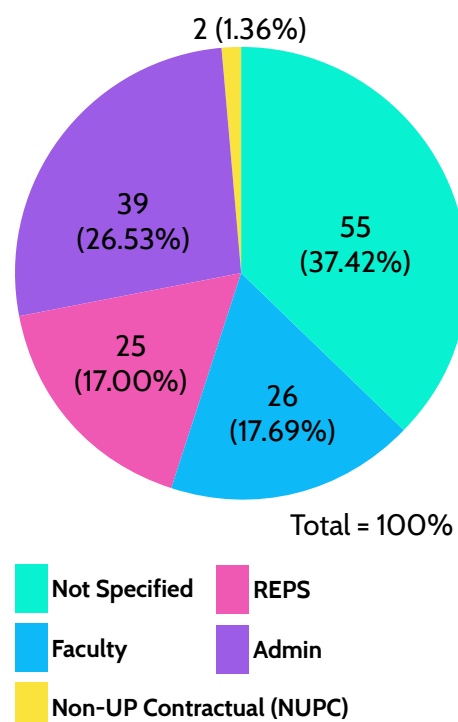
The UPDGO established the GST Instructors' Pool, composed of academics (teaching and non-teaching) from various disciplines with gender training and advocacies who serve as lecturers for the GST parts 1, 2, and 3. Our Program Officers, Psychosocial Counselors, and the Legal Consultant of the UPDGO also serve as resource speakers for these, while members of the Office of Anti-Sexual Harassment (OASH) give the GST talks for part 4 on the UP ASH Code.

Face-to-face GST sessions were held at the beginning of 2020 until the onset of the pandemic, when the UPDGO began work on holding an online GST. We were able to stabilize the migration of the GST online by midyear, striving to retain the original experience as much as possible while taking advantage of the features offered by Zoom to facilitate group work and speaker-audience interactions. At the end of each session, participants are encouraged to reflect on their learning through a group activity where they are asked to answer three questions: *What should we unlearn? What should we relearn? and What should we continue doing?* This activity serves as a dialogue with the participants.

The successful transformation of the face-to-face training to an online offering had the UPDGO continuously offering this training throughout the year. We continue to employ the whole-unit approach strategy, as in the GSTs conducted for the College of Architecture, the Office of the Vice Chancellor for Academic Affairs (OVCAA) and UP Integrated

School (UPIS) teachers. Eight (8) GSTs were held for the following colleges, units, and offices:

Gender Sensitivity Training (GST) Participants in UP Diliman by Sector



**Pre-Pandemic:
Face-to-face
Sessions**

Academic Units/ Offices

College of Education – UP Integrated School (UPIS)
College of Social Sciences and Philosophy (CSSP)

Non-Academic Units/ Offices

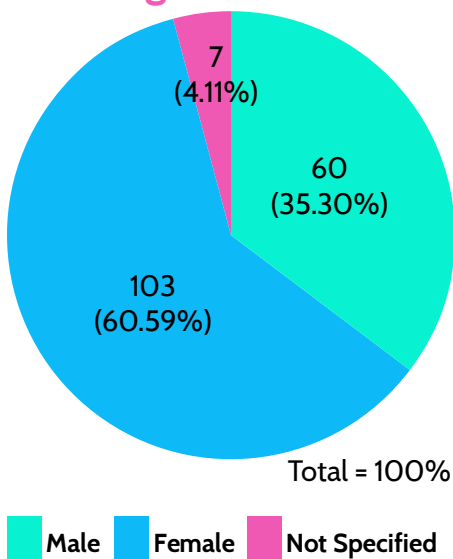
Office of the Campus Architect (OCA)

**Pandemic:
Online
Sessions**

Asian Center
Asian Institute of Tourism (AIT)
Cesar E.A. Virata School of Business (VSB)
College of Architecture
College of Arts and Letters (CAL)
College of Education
College of Engineering
College of Music
College of Law
College of Science (CS) – Natural Sciences Research Institute (NSRI), National Institute of Physics, and the Computer Science Research Center (CSRC)
College of Social Sciences and Philosophy (CSSP)
College of Social Work and Community Development (CSWCD)
National College of Public Administration and Governance (NCPAG)
School of Urban and Regional Planning (SURP)

Cash Office
Data Privacy Office
Diliman Legal Office (DLO)
Human Resource Development Office (HRDO)
Office for Initiatives in Culture and the Arts (OICA)
Office for Student Ethics (OSE)
Office of Student Housing (OSH)
Office of Student Projects and Activities (OSPA)
Office of the University Registrar (OUR)
Office of the Vice Chancellor for Academic Affairs (OVCAA)
Office of the Vice Chancellor for Administration (OVCA)
Office of the Vice Chancellor for Community Affairs (OVCCA)
Office of the Vice Chancellor for Research and Development (OVCRD)
Office of the Vice Chancellor for Student Affairs (OVCSA)
University Food Center (UFS)
University Library
UP Center of Ethnomusicology

Gender Sensitivity Training (GST) Participants in UP Diliman by Sex Assigned at Birth



According to our data, the GST had more female participants as compared to male, with almost four percent (4%) of the participants identifying as LGBT.

GST Breakthroughs

A breakthrough partnership was forged with the Human Resource Development Office (HRDO), involving the following: (1) two (2) GSTs for employees across UP Diliman; and (2) UPDGO and HRDO talks towards the institutionalization of the GST in the HRDO calendar. Once this partnership is finalized, it will facilitate the participation of faculty and employees outside of the regular network of UPDGO.

Another breakthrough is the first GST held exclusively for UP Diliman GAD Committee members as part of the newly launched *UP Diliman GAD Committee Professional Development Training Series*. This training series is envisioned as a yearly event, with the GST as part of the regular offerings for the UP Diliman GFPS.

Gender Sensitivity Orientation (GSO) for Students

The *Gender Sensitivity Orientation* is offered to students as required for organization accreditation or as requested by faculty for their classes. It is similar in content with the GST, but with a shorter discussion on history and the law. The groupwork activity provides us with opportunities to have gender dialogues with the students. Twelve (12) GSO sessions were conducted, averaging four (4) GSOs ever since this online offering began in September 2020. Although the number of GSO sessions is lower as compared to last year, we consider this a huge success especially in the light of pandemic. High school students, particularly Grade 12, were also among the participants.

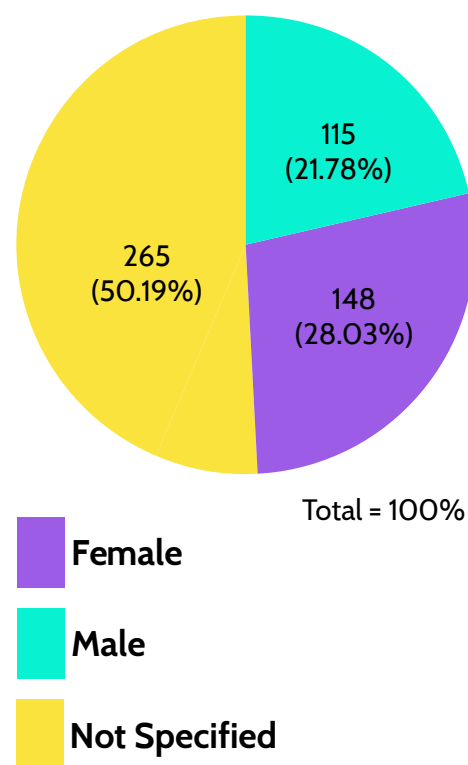
The online GSO has been a challenging undertaking, particularly for the SOGIE Officer, who has had to oversee the technical aspects of the online training offerings and take over the Training and Seminars program since the current Training and Advocacy Officer was appointed as Officer-in-Charge of the UPDGO.

Other challenges include the need to revitalize the UPDGO Instructors' Pool in order to tap them as resource speakers for this online training platform, and the management of training sessions with consideration to connectivity issues of both the resource persons and the participants.

Like the GSTs, the sessions for students also featured a bigger population of female participants compared to male. The figure under "Not Specified" pertains to participants whose sex-disaggregated data were not collected by the organizers, including students of Nancy Kimuell-Gabriel's classes, participants at OSPA's Bigkisan for organizations, and the attendees at the students' orientation of the Theater Arts program.

Many of the students found the Online GSO satisfactory, with a few recommendations on the

Gender Sensitivity Orientation (GSO) Participants in UP Diliman



Gender Sensitivity Orientation (GSO)

Organizations/Classes

Pre-Pandemic:
Face-to-face
Sessions

UP Association of Biology Majors
NSRC Peer Counselors

Pandemic:
Online
Sessions

PI 100 Classes
UP Pre-Medical Society
Theater Arts Students
NSTP-CHE Students
NSTP-CSWCD Students
Economics Students
UP CDC & PI 100 Class
UP Association of Biology Majors
UP Integrated School Senior High School Students
Bigkisan Student Leadership Summit

use of more interactive means of conducting the activity. We also took note of the new ideas and suggestions that students shared during the sessions of GSO.

As with the GSTs, GSO sessions are provided for student organizations

upon request. However, one effect of the pandemic on the GSO was the absence this year of the Diliman-wide GSO sessions for student organization accreditation, which are held in coordination with the Office for Student Projects and Activities (OSPA). In lieu of this regular training run, the OSPA

invited the UPDGO to give instead a 3 ½ hour lecture, including a workshop on basic gender sensitivity, at *Bigkisan*, a student leaders' summit that aimed to gather together university-wide organization officers to consult them on their current challenges during the pandemic.

Gender Sensitivity Training Video and SOGIESC Orientation Video Production

As a response to the need for asynchronous sessions as an option for the GSO, we produced a *Gender Sensitivity Training Video* and *SOGIESC Orientation Video* in partnership with the College of Mass Communication (CMC) – National Service Training Program (NSTP). To date, the GSO video had also been used during the NSTP classes of the College of Social Work and Community Development (CSWCD) and College of Home Economics (CHE).

Masculinities and SOGIE Module Development

The GST and GSO discussions with participants through the years have functioned as opportunities to discuss gender issues as well as to surface areas of further study and research – such as the need to develop training programs and modules on particular branches of gender studies. The Masculinities

and SOGIE Module Development Projects were then established, with workshops and research conducted towards developing a Gender Sensitivity Training module on and for heterosexual men and another on and for members of the LGBTQIA+. The timeliness and wide interest

these have generated show promising prospects for these projects. In 2020, the first draft of the Masculinities Module was produced and reviewed, while the SOGIE Module reached its final revision stage. Both modules will continue development in 2021.

LILANG PAGTINGIN o GENDER LENS
Mamulat sa usaping pangkasarian
Kumilos, umakasyon at isabuhay ang mapagpalayang pananaw sa kasarian

updgo@up.edu.ph --- 09474280190 --- fb.com/updgo.2003 --- @updgo (Twitter) ---

Gender Sensitivity Orientation Video Production for synchronous and asynchronous NSTP classes



Legal Consultant Atty. Alnie G. Foja during the last face-to-face GST in 2020



Last face-to-face Gender Sensitivity Training in January 2020

OSPA
OFFICE OF STUDENT PROJECTS AND ACTIVITIES

BIGKISAN

UP DILIMAN STUDENT LEADERSHIP SUMMIT 2020
Pamumuno, Pagkakaisa, at Pagkilos sa Panahon ng Pandemya

TOPICS

- Student Leadership in the Time of Pandemic
- Student Organizing in Remote Learning Set-up
- Orientation on Student Ethics
- Orientation on Gender Sensitivity
- Policy Standards and Guidelines on Sexual Harassment

WORKSHOPS

- Sharing of Organization Challenges and Best Practices
- Gender Sensitivity and Guidelines on Sexual Harassment Among Student Organizations

KITAKITS!

- 27 November 2020 8:30am to 3:30pm
- 28 November 2020 9:00am to 4:30pm



Online Gender Sensitivity Orientation
UP Pre-Medical Society
September 4 & 7, 2020



Online Gender Sensitivity Training
For UP Diliman Employees
August 6-7, 2020

Online Gender Sensitivity Training 2020
FOR STUDENTS, FACULTY, REPS & ADMIN STAFF

Online GST, 2020

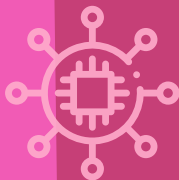
Ways Forward



The following remain to be the challenges in the Training and Seminars program:



Revamping the **online RSVP** and making the online evaluation a requirement for all trainings



Addressing **technical dependence** and the need of all staff to become proficient at online applications and platforms

Managing training scheduling **conflicts**, and



Understaffing

The UPDGO views the following as the strategies for moving forward in the achievement of mandates:

Enhance training content, methodology and delivery by:

Continuing development towards increased interactivity, age- and sector-appropriate modes of training, and production of asynchronous materials

Reconnecting with the **UPDGO GST Instructors Pool**

Providing **additional staff** to enable Program Officers to push forward with program area work

Resuming and sustaining work on **module development**

Limiting the number of trainings, especially during advocacy celebration months; and

Reassess job descriptions with consideration to the demands of online training and activities

Research and Publication

Research and advocacy publications, statements, popular materials, and multi-media productions are developed and produced to generate new knowledge, disseminate information on gender education concepts, promote UPDGO program services and activities, and cultivate ongoing conversations on gender within UP Diliman.

Information, Training, and Advocacy Materials (ITAs).

The following brochures and reading materials have been updated, revised, and published online:



University of the Philippines Diliman Gender Office

THE UP DILIMAN GENDER OFFICE (UPDGO)
The UP Diliman Gender Office (UPDGO) plays a vital role in all gender matters, issues, and concerns at the University of the Philippines Diliman.

GET IN TOUCH WITH US!
UP Diliman Gender Office (UP DGO)
2/F Berton Hall, M. Roxas Street, UP Diliman, Quezon City (Beside Alfredo Lagmay Hall, former Patina Hall Annex/DHAN)

VISION, MISSION AND OBJECTIVES
The UPDGO is committed to the attainment of gender justice, and works toward the realization of a gender-responsive campus free of all forms of gender-based discrimination, oppression, abuse and violence (such as sexual harassment, rape, and SRE, lesbian and transgender bashing, among others).

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Facebook Page: Diliman Gender Review
DZUP GENDEREDGE: www.dzup.org
Find us at: <https://www.facebook.com/dzup>
Facebook Page: DZUP GENDEREDGE
DZUP website: www.dzup.org

University of the Philippines Diliman Gender Office

ANG UP DILIMAN GENDER OFFICE (UP DGO)
Ang UP Diliman Gender Office (UPDGO) ang opisang tagapangalalay ng batas ng kasapi at gawing pangkalahatan sa Unibersidad ng Pilipinas Diliman.

MAKIPAG-UGNAYAN SA AMIN!
UP Diliman Gender Office (UP DGO)
2/F Berton Hall, M. Roxas Street, UP Diliman, Quezon City (Sa likod ng Alfredo Lagmay Hall o dating Patina Hall Annex/DHAN)

BISYON, MISYON, AT LAYUNIN
Tinataguyod ng UPDGO ang pagkakaroon ng isang masayang kampus na may hustong pangkalahatan, malaya sa diskriminasyon, at ligtas sa anumang anyo ng kasamaan at iba't ibang uri ng pagpapasa pangmatatagal (sexual harassment, pangpapalasa, pakikita at bawal na pang-arbaho, paninira sa mga bata, lesbisana at transgender, at iba pa).

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DILIMAN GENDER REVIEW: dilimsgenderreview@gmail.com
UP Diliman Journals Online: updilimjournal.up.edu.ph
Facebook Page: Diliman Gender Review
DZUP GENDEREDGE: www.dzup.org
Find us at: <https://www.facebook.com/dzup>
Facebook Page: DZUP GENDEREDGE
DZUP website: www.dzup.org

Terminal Report

The *UPDGO Terminal Report (Summary of Accomplishments) 2015-2020* was produced by the Research and Publication Officer in partnership with the Gender and Development Officer under the direction of UPDGO's former Coordinator Dr. Nancy Kimuell-Gabriel. Detailing the GAD work of the UP Diliman Gender Office, this report was published, distributed, and launched during the 9th *UP Diliman Gender and Development (GAD) Summit*.

Advocacy Publications

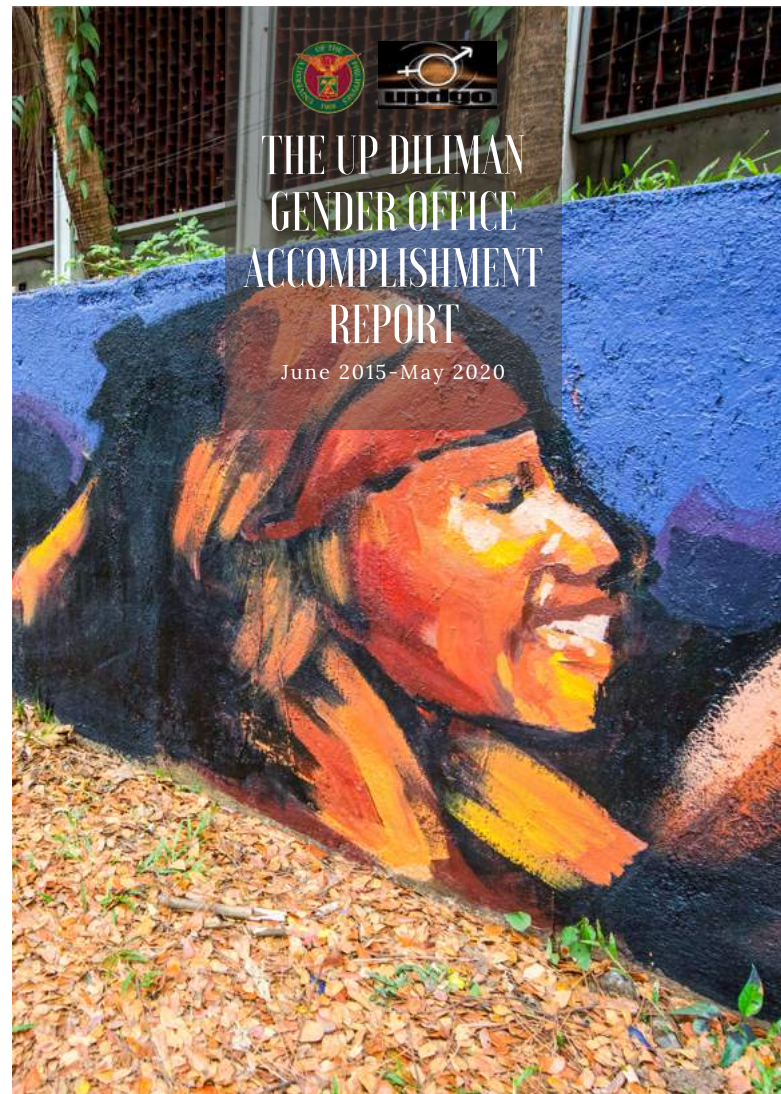
Advocacy statements and materials were released for the following: "UP Diliman Pride Online 2020"; "Pride 20"; "Jennifer Laude (Pardon of Pemberton)"; "Rape is Not a Joke"; and the "SOGIESC Infographic in UP Diliman".

Video Productions

The video for *Women's Month 2020* was produced and uploaded to the Office's YouTube and Facebook accounts, together with the previous *One Billion Rising (OBR)* and *Women's Month* celebrations.

DZUP GENDERadyo

GENDERadyo is a radio program borne of a partnership between DZUP and UPDGO. It stands as both a concrete triumph and a tool for continuing gender mainstreaming in UP Diliman as DZUP's sole gender program and platform for promoting and maintaining community voices, perspectives, and discourses on all genders as well as for inviting everyone to join the conversation on gender and development. Episodes range from national issues through campus issues using gender lens as well as various topics relating to training, research, and GAD work conducted by the UPDGO.



DZUP GENDERadyo Episodes – Pre-Pandemic

From January to March 2020, *GENDERadyo* aired six (6) episodes:



“Pambabae/Panlalaki: Toilets”

A discussion on the popular views on male and female comfort rooms vis-à-vis the gender-responsive LGBT and all-gender comfort rooms

Guests:

- Dr. Remedios Mondiguig, GAD Consultant, Office of Anti-Sexual Harassment (OASH) / Lecturer, Department of Anthropology, UP CSSP
- Prescilla Tulipat, Counselor, Office of Anti-Sexual Harassment (OASH)

Guest Co-Host: Carl Sayat, Producer, DZUP

Host: Cindy Cruz-Cabrera, Gender and Development Officer, UPDGO

“Pambabae/Panlalaki: Parenting”

A discussion of traditional views and practices in parenting towards transforming these into gender-sensitive and gender-responsive practices and perspectives.

Guest: Allia Acosta, Lecturer, UP College of Home Economics / GAD Committee Chair, CHE GAD Committee

Guest Co-Host: Carl Sayat, Producer, DZUP

Host: Cindy Cruz-Cabrera, Gender and Development Officer, UPDGO

“2019 Year in Review”

A review (using gender lens) of the significant and newsworthy local and national events and developments in 2019, particularly those with gender issues.

Guest Co-Host: Carl Sayat, Producer, DZUP

Host: Cindy Cruz-Cabrera, Gender and Development Officer, UPDGO

“Old School o Online? Kasarian, Relasyon, at Pakikipagdate Noon at Ngayon”

A comparison among the dating practices and rules of engagement between two generations – Millennials and Gen X

Guests:

- Rej Duka, Campaign Officer, UPDGO
- Joseph Vince Claudio, student, Bicol University

Guest Co-Host: Carl Sayat, Producer, DZUP

Host: Cindy Cruz-Cabrera, Gender and Development Officer, UPDGO

“Nana Rosa”

The promotion of the play “Nana Rosa” and a discussion on comfort women

Guests:

- Nico Varona, Dramaturg and Actor, Dulaang UP
- Ina Azarcon-Bolivar, Dramaturg and Actor, Dulaang UP
- Ingrid Joyce, Actor, Dulaang UP
- Zheglayne Arban, Actor, Dulaang UP
- Janna Cortez, Actor, Dulaang UP

Guest Co-Hosts:

- Carl Sayat, Producer, DZUP
- Cindy Cruz-Cabrera, Gender and Development Officer, UPDGO

“Pop Culture in Review”

A review (using gender lens) of the popular media, media artifacts, individuals, trends, and events in 2019, particularly those with gender issues.

Guest: Gio Potes, SOGIE Officer, UPDGO

Guest Co-Host: Carl Sayat, Producer, DZUP

Host: Cindy Cruz-Cabrera, Gender and Development Officer, UPDGO

“Ulat Lila”

A discussion of the bi-annual report released by the Center for Women's Resources (CWR) on the situation of women

Guest: Cham Perez, Research Coordinator, Center for Women's Resources (CWR)

Guest Co-Hosts:

- Carl Sayat, Producer, DZUP
- Rej Duka, Campaign Officer, UPDGO

Host: Cindy Cruz-Cabrera, Gender and Development Officer, UPDGO

Following the suspension of physical reporting at UP Diliman, GENDERadyo produced one special broadcast and four (4) episodes:

DZUP GENDERadyo Episodes – Pandemic

<p>A DZUP, DIO and UPD COVID-19 Task Force Special Broadcast for #TatagUP Episode on “Safe Spaces Act, Sexual Harassment, and Gender-Based Violence in the Time of COVID-19”</p>	<p>A discussion of the Safe Spaces Act and the different effects of the Pandemic on Genders</p> <p>Guest Co-Hosts:</p> <ul style="list-style-type: none"> • Atty. Alnie G. Foja, Legal Consultant, UPDGO • Carl Sayat, Producer, DZUP <p>Hosts:</p> <ul style="list-style-type: none"> • Steph Andaya, Research and Publication Officer, UPDGO • Cindy Cruz-Cabrera, Gender and Development Officer, UPDGO 	<p>Pre-pandemic, the show aired live every Friday from 1:00 to 2:00PM on DZUP 1602AM radio, online at the DZUP website, and live on DZUP’s Facebook page up until its last episode broadcast from the University radio station on March 6, 2020. Thereafter, episodes have been recorded and broadcast online on the DZUP GENDERadyo Facebook page.</p>
<p>“Sana SONA”</p>	<p>A gender review of the highlights of the State of the Nation Address of President Rodrigo Roa Duterte</p> <p>Guest Co-Host: Atty. Alnie G. Foja, Legal Consultant, UPDGO</p> <p>Hosts:</p> <ul style="list-style-type: none"> • Steph Andaya, Research and Publication Officer, UPDGO • Cindy Cruz-Cabrera, Gender and Development Officer, UPDGO 	
<p>“Breastfeeding at Pandemya”</p>	<p>A discussion on perspectives, techniques, and advice for mothers, babies / toddlers, and breastfeeding during the pandemic</p> <p>Guests:</p> <ul style="list-style-type: none"> • Noelle Polack, Breastfeeding Advocate and Doula, The Pinay Collective • Kristel May Gomez-Magdaraog, Officer-in-Charge, UPDGO <p>Hosts:</p> <ul style="list-style-type: none"> • Steph Andaya, Research and Publication Officer, UPDGO • Cindy Cruz-Cabrera, Gender and Development Officer, UPDGO 	<p>“Ang Trabahong GAD sa Gitna ng Pandemya”</p> <p>A closer look at Gender and Development work within UP Diliman in the context of the pandemic and the Professional Development Training Series offered by the UPDGO for the UP Diliman GAD Committees</p>
<p>“Pardon Me, Pemberton is Free?”</p>	<p>Legal and gender perspectives on the absolute pardon granted by President Rodrigo Roa Duterte to US Marine Joseph Scott Pemberton, who was convicted in 2014 for the murder of transwoman Jennifer Laude</p> <p>Guest Co-Host: Atty. Alnie G. Foja, Legal Consultant, UPDGO</p> <p>Hosts:</p> <ul style="list-style-type: none"> • Steph Andaya, Research and Publication Officer, UPDGO • Cindy Cruz-Cabrera, Gender and Development Officer, UPDGO 	<p>Guest: Kristel May Gomez-Magdaraog, Officer-in-Charge, UPDGO</p> <p>Hosts:</p> <ul style="list-style-type: none"> • Steph Andaya, Research and Publication Officer, UPDGO • Cindy Cruz-Cabrera, Gender and Development Officer, UPDGO
		<p>“2020 in Review”</p> <p>A year-in-review (using gender lens) of the significant and newsworthy events and developments in UP Diliman and at the local and national levels, and a discussion of the response and work of the UPDGO</p> <p>Guests:</p> <ul style="list-style-type: none"> • Kristel May Gomez-Magdaraog, Officer-in-Charge, UPDGO • Connie Marquina, Administrative Assistant, UPDGO • Gio Potes, SOGIE Officer, UPDGO <p>Hosts:</p> <ul style="list-style-type: none"> • Steph Andaya, Research and Publication Officer, UPDGO • Cindy Cruz-Cabrera, Gender and Development Officer, UPDGO

Social Media Management

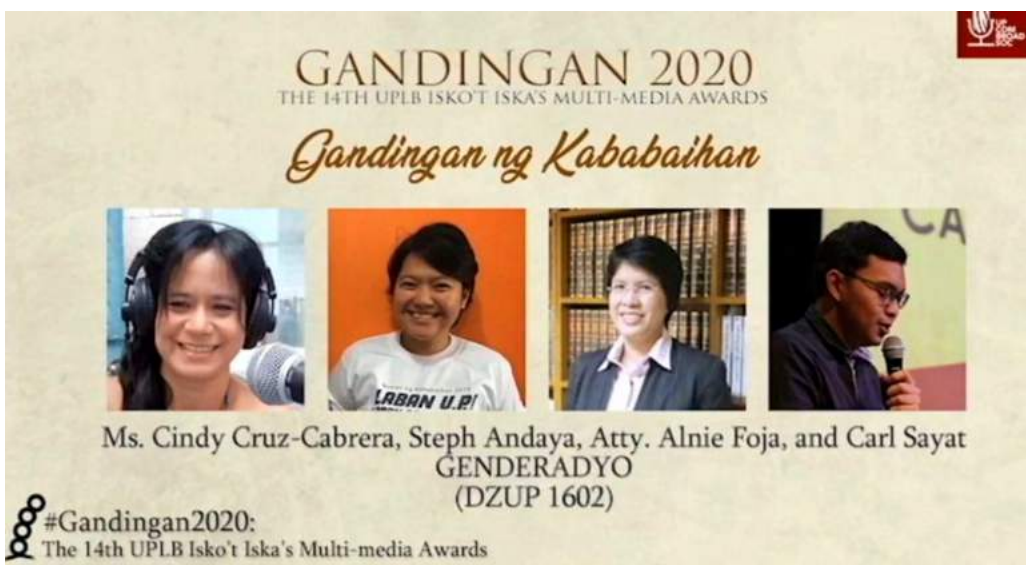
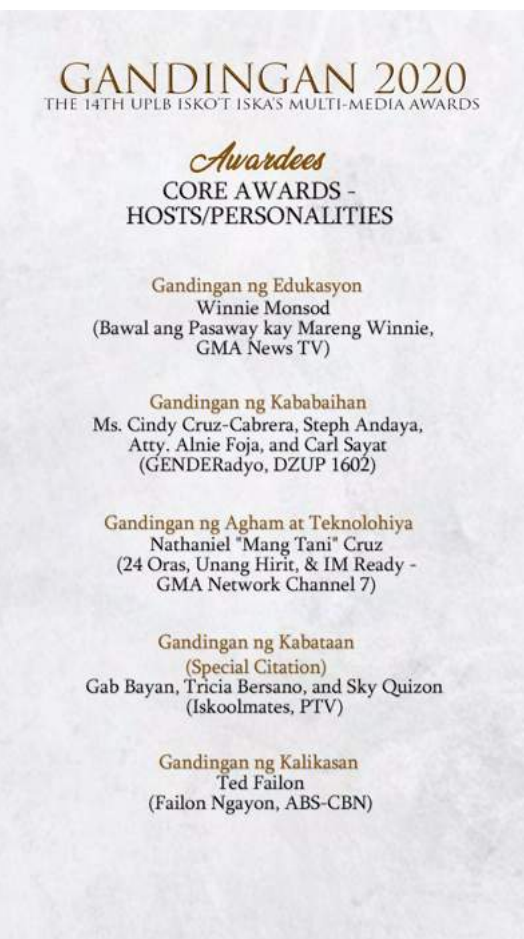
The UPDGO manages the following social media accounts: *UP Diliman Gender Office* Facebook Page, *DZUP GENDERadyo* Facebook Page, the *Diliman Gender Review* Facebook Page, *UP Diliman Gender Office* YouTube Channel, *UPDGO* Twitter Account, and the *UPDGO* Issuu Account.

Access to the UPDGO Library of Resources and Materials

Students within and outside the University and other requesting parties have been accommodated and granted guided access to the library of resources and materials, often with consultation and informal interviews with Program Officers on (1) the range of gender-based and gender-related topics, (2) the nature and production of materials, and (3) referrals to other institutions and offices that

may aid them further in their research. This service had been available until the suspension of physical reporting for work and classes at UP Diliman on March 10, 2020. Meanwhile, links to online resource materials uploaded by the UPDGO were announced during Gender Sensitivity Training and Orientation sessions. These were also made available in our social media accounts.

GENDERadyo is a 2020 finalist in the categories *Most Gender-Transformative Program Award*, while its hosts (Cindy Cruz-Cabrera, Steph Andaya, Atty. Alnie Foja and Carl Sayat) are the 2020 recipients of the *Gandingan ng Kababaihan Core Award* as radio personalities at the 14th **GANDINGAN 2020 UPLB Isko't Iska's Multimedia Awards** held online on July 25, 2020.



Ways Forward

The following remain to be the challenges in Research and Publication:

SOCIAL MEDIA ACCOUNTS:

- Maximizing UPDGO social media accounts by optimizing Facebook and YouTube usage and increasing Twitter and Instagram engagements;
- Working around the limitations of Issuu features at the current level of access and subscription;
- Managing the demand for heavy online engagements without a dedicated UPDGO website.

UPDGO MONOGRAPH SERIES

- Hiring project-based personnel for the transcription of audio and video files needed for the publication of the lectures of Resource Speakers; and
- Adjusting to the needs brought about by the pandemic to prioritize other pressing publication projects over the monograph series.

DZUP GENDERADYO

- Increasing the production of episodes following the production changes brought about by the pandemic, such as the shift from radio station studio work with adequate DZUP staff support to online platforms with producers working on a DIY basis;
- Managing regularity of episode production given the shift from regular weekly broadcasts from the radio station to online platforms; and
- Increasing the number of listeners and viewers.

DILIMAN GENDER REVIEW (DGR) VOLUME 3 2020

- Managing the stoppage in communications, meetings, and work progress on the DGR following the term-end of the former UPDGO Coordinator (who is also the Editor-in-Chief of the academic journal) despite constant email updates, and the cessation of acknowledgement/receipt of reply received (since October 2020); and
- The absence of COVID-19-related articles.

The UPDGO views the following as the strategies for moving forward in the achievement of mandates:

Promote gender researches through the UPDGO's various publications, such as the DGR, the ITAs and the like by

- Revisiting the DGR Editorial Board composition and policies;
- Reviewing the DGR's contribution guidelines;
- Pushing through with the late production and publication of DGR Volume 3 2020;
- Launching at least one (1) research project per year, to be published in the DGR; and
- Utilizing talks/presentations of office members on various topics as material for future ITAs;

Sustain engagement via online platforms by

- Rethinking and reconceptualizing video production/s during online webinars and GSTs to capture and maximize campaigns and advocacies;
- Regularizing the production and broadcast of DZUP GENDERADYO episodes (weekly);
- Regular planning of episode production and logistics with DZUP; and
- Maximizing UPDGO's Twitter and Instagram accounts and premium accounts for Issuu, YouTube, and Facebook sponsored posts;

Provide UPDGO Program support by

- Hiring a transcriber for seminars – the transcription will be edited for the production of the UPDGO Monograph Series; and
- Hiring a resident layout artist (Non-UP Contractual/Job Order) on a quarterly basis.

Psychosocial and Legal Counseling

The UPDGO ensures the availability of a guidance counselor and legal consultant within the University in order to: (1) provide immediate emotional relief; (2) extend assistance to victims in crisis due to sexual harassment, rape, gender-based violence (GBV), family violence, and violence against women and children (VAWC); (3) share pertinent information; and (4) discuss various options with the victims.

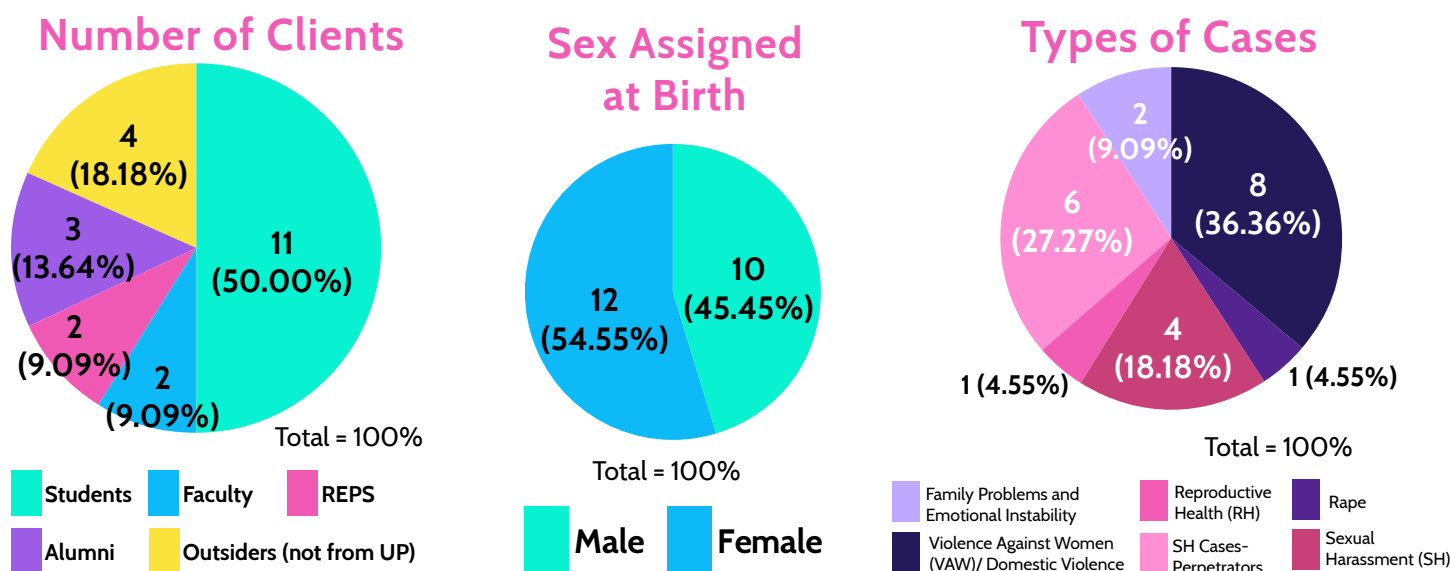
This year, our Emergency Crisis Counselor, Ms. Salvacion B. Pascual, retired in May; and, as such, during the months that followed (June to September) without an Emergency Crisis Counselor, coupled with the rise of COVID-19, we transitioned our services online with the UPDGO Officers handling counseling concerns as first responders.

In October 2020, we were joined by our new Emergency Crisis Counselor, Ms. Ma. Patricia De Vera, and soon after we had successfully migrated all of our counseling services online and adapted to the various ways that counselees may be reached and helped in the new normal, which still included face-to-face meetings whenever absolutely necessary.

The UPDGO practices the following in offering counseling during the pandemic:

- Providing many options for accessing psychosocial support;
- Sending empowering messages in between counseling sessions or thereafter via social media platforms;
- Going the extra mile to do case work for financially-challenged GBV survivors needing urgent response/support;
- Maintaining a network of GBV responders and champions for short-term and long-term response;
- Keeping the tenets of feminist counseling alive in practice –
 - The personal is political
 - Commitment to social change
 - Women’s and girl’s voices and ways of knowing are valued and their experiences are honored
 - The counseling relationship is egalitarian
 - A focus on strengths and a reformulated definition of psychological distress which recognizes all types of depression
- Continuing advocacy on prevention of GBV and protection of GBV survivors; and
- Affording Counselors self-retreat to take stock, recharge, and re-energize.

The following types of cases have been handled by the Counseling Program:



Following are our **Counselor Observations and Insights** based on cases handled by the UPDGO:

- Some clients have multiple experiences of abuse ranging from child abuse, child sexual abuse, rape and physical abuse. Some also reported family violence and abuse in their homes.
- Briefing and debriefing sessions with participants in school activities like plays with sensitive issues should be considered. Long buried experiences of abuse and violence are remembered and cause emotional conflicts. Some of the affected students in the audience sought counseling too.
- Counselees are now more open in identifying their gender identity and sexual orientation.
- To facilitate appointment schedules, an appointment form was recommended and approved.
- Abuse and violence were reported in dating relationships (boyfriend-girlfriend relationships) and this includes rape, physical and psychological violence and economic abuse.
- Maintenance workers are also seeking legal advice on job displacement, unjust dismissal and bullying from their supervisors.
- Confidentiality and respect are observed when the counselee prefers not to fill out the counseling form or asked that some details be off the record. Such sensitive details are usually incidents of abuses that they have never divulged before to anyone.
- Men who have been sexually harassed by other men have expressed reluctance on calling out their harassers out of fear of appearing homophobic.
- Some men find it difficult to confront their harassers if the latter are colleagues or friends.
- Men who admit to harassing others usually appear to understand the nature and gravity of their offense, and they often express remorse and disappointment in themselves.
- Older clients tend to subscribe to traditional gender roles more than younger clients (i.e. undergraduate students).

Kung mayroong pangangailangang may kinalaman naman sa *mental health*, makipag-ugnayan sa mga sumusunod:

CSSP Department of Psychology
 📧 uppsychdept@gmail.com
 📧 psych@kssp.upd.edu.ph
 📧 psych.upd.edu.ph
 ☎️ 8-928-2728

Office of Counseling and Guidance
 📧 ocg.updiliman@up.edu.ph
 📧 UP Diliman Office of Counseling
 ☎️ 8-981-8500

Psychserv
 📧 psychserv.upd@up.edu.ph
 📧 UPD Psychserv
 ☎️ 0916-757-3157 (Globe)

Makipag-ugnayan kayo sa mga sumusunod na opisina para sa counseling at/o imbestigasyon ng kaso ng *sexual harassment*.

UP Diliman Gender Office
 📧 updgo@up.edu.ph
 📧 UP Diliman Gender Office
 ☎️ 0966-340-3602 (Globe)
 ☎️ 0947-428-0190 (Smart)
 ☎️ (hotline) oc. 2467

Office of Anti-Sexual Harassment
 📧 oash.upd@up.edu.ph
 📧 UP Diliman OASH
 ☎️ 0966-634-7949 (Globe)
 ☎️ 0961-027-7867 (Smart)
 ☎️ 8-981-8500 loc. 2465/2466
 📧 oash.upd.edu.ph

Para sa pangangailangang may kinalaman naman sa *seguridad at usaping legal*, makipag-ugnayan sa mga sumusunod:

Public Safety and Security Office
 📧 cso.updiliman@up.edu.ph
 ☎️ 8-981-8500 loc. 8512

UP College of Law
 📧 ocs_law.upd@up.edu.ph
 📧 ilm.upd@up.edu.ph
 📧 University of the Philippines College of Law
 ☎️ 8-920-5514

Brgy. UP Campus - Quezon City
 ☎️ 0966-842-
 ☎️ 0908-208-
 ☎️ 8-426-977

UP Diliman Police
 📧 updp@up.edu.ph 📧 UP Diliman Police
 ☎️ 8-928-3615, 8-981-8500, loc. 113 (Help loc. 4008 (Radio Room), loc. 4002 (Admin

Kung mayroon namang pangangailangang may kinalaman sa *halusugan*, kontakin ang:

University Health Service
 📧 uhs.updiliman@up.edu.ph
 📧 UP Diliman Health Service
 ☎️ **Director's office:** 8-981-8500 local 2701
 ☎️ **Public Health Unit:** 8-981-8500 local 2719 or 0947-427-9281 (Monday-Friday, 8:00 AM-5:00 PM)
 ☎️ **Emergency Room:** 8-981-8500 local 111 (24 hrs)

UPD Gender-Based Violence Referral System

Ikaw ba ay nakaranas ng sexual harassment, karahasan habang nasa isang relasyon o diskriminasyon batay sa iyong seksuwalidad? Maari niyong lapitan ang mga sumusunod na opisina.

Inihanda ng UPDGO, 2020 (unang bersyon : 2020)

UPD Gender-Based Violence Referral System

Ikaw ba ay nakaranas ng sexual harassment, karahasan habang nasa isang relasyon o diskriminasyon batay sa iyong seksuwalidad? Maari niyong lapitan ang mga sumusunod na opisina.

Kinikilala namin ang limitasyon dulot ng pandemya. Sa kabila nito, maaring dumeretso sa mga nakasaad na mobile no. para mag-text, tumawag, o kaya ay mag-e-mail o makipag-ugnayan sa Facebook page para sa online o telecounseling.

Makipag-ugnayan kayo sa mga sumusunod na opisina para sa counseling at/o imbestigasyon ng kaso ng *sexual harassment*.

UP Diliman Gender Office
 📧 updgo@up.edu.ph
 📧 UP Diliman Gender Office
 ☎️ 0966-340-3602 (Globe)
 ☎️ 0947-428-0190 (Smart)
 ☎️ 8-926-9053 (hotline)
 ☎️ 8-981-8500 loc. 2467

Office of Anti-Sexual Harassment
 📧 oash.upd@up.edu.ph
 📧 UP Diliman OASH
 ☎️ 0966-634-7949 (Globe)
 ☎️ 0961-027-7867 (Smart)
 ☎️ 8-981-8500 loc. 2465/2466
 📧 oash.upd.edu.ph

Kung mayroong pangangailangang may kinalaman naman sa *mental health*, makipag-ugnayan sa mga sumusunod:

CSSP Department of Psychology
 📧 uppsychdept@gmail.com
 📧 psych@kssp.upd.edu.ph
 📧 psych.upd.edu.ph
 ☎️ 8-928-2728

Office of Counseling and Guidance
 📧 ocg.updiliman@up.edu.ph
 📧 UP Diliman Office of Counseling and Guidance
 ☎️ 8-981-8500 loc. 4502/4501

Psychserv
 📧 psychserv.upd@up.edu.ph
 📧 UPD Psychserv
 ☎️ 0916-757-3157 (Globe)

Para sa pangangailangang may kinalaman naman sa *seguridad at usaping legal*, makipag-ugnayan sa mga sumusunod:

Public Safety and Security Office
 📧 cso.updiliman@up.edu.ph
 ☎️ 8-981-8500 loc. 8512

Brgy. UP Campus
 📧 Barangay UP CAMPUS - Quezon City
 ☎️ 0966-842-7999 (Globe)
 ☎️ 0908-208-2142 (Smart)
 ☎️ 8-426-9779

UP Diliman Police
 📧 updp@up.edu.ph 📧 UP Diliman Police
 ☎️ 8-928-3615, 8-981-8500, loc. 113 (Inlodeks), loc. 4008 (Radio Room), loc. 4002 (Administrative Office)

UP College of Law
 📧 ocs_law.upd@up.edu.ph
 📧 ilm.upd@up.edu.ph
 📧 University of the Philippines College of Law
 ☎️ 8-920-5514

Kung mayroon namang pangangailangang may kinalaman sa *halusugan*, kontakin ang:

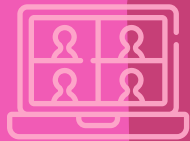
University Health Service
 📧 uhs.updiliman@up.edu.ph
 📧 UP Diliman Health Service
 ☎️ **Director's Office:** 8-981-8500 loc. 2701
 ☎️ **Public Health Unit:** 8-981-8500 loc. 2719 (Monday-Friday, 8:00 AM-5:00 PM)
 ☎️ **Public Health Unit:** 0947-427-9281 (Monday-Friday, 8:00 AM-5:00 PM)
 ☎️ **Emergency Room:** 8-981-8500 loc. 111 (24 hrs)

Inihanda ng UPDGO, 2020 (unang bersyon : 2020)

Ways Forward



The following remain to be the challenges in Psychosocial and Legal Counseling:



The pandemic situation requiring **non-face-to-face counseling**, resulting in the loss of non-verbal communication during sessions



Maneuvering **stricter COVID-19 policies** in order to continue offering counseling to those in need



Managing counseling and assistance amid **unfair practices** of the Barangay and abusive behavior of law enforcement individuals; and



Coping with **net connectivity challenges**.

The UPDGO views the following as the strategies for moving forward in the achievement of mandates:

ON BREAKING THE SILENCE OF GBV SURVIVORS IN THE DILIMAN CAMPUS:

Develop a **mobile phone app** where GBV incidents can be reported offline and responses can be appropriately provided

ON SERVICE PROVISION:

Organize a **feminist counseling roundtable discussion** among practitioners; and

Provide **communications, transportation, and meal budget** for poor survivors on a case-to-case basis.

GAD Focal Point System

The UPDGO oversees the creation, strengthening, capacity building, and gender mainstreaming work contributions and performance of the UP Diliman Gender and Development Focal Point System (GFPS), which is composed of GAD Committees from all colleges, units, and offices in the UP Diliman.

We provide the training, support, consultation, and guidance to enable GAD Committees in planning, conceptualizing, initiating, implementing, and leading their own GAD programs, activities and projects (PAPs) at the college and unit levels.

GAD Committee Formation and Other Activities

As explained in the introduction, the GAD Focal Point System (GFPS) is composed of GAD Committees from all colleges, units, and offices in UP Diliman. We provide them with training, support, consultation, and guidance for planning, conceptualizing, initiating, implementing, and leading their own GAD PAPs at the college and unit levels. GAD Committees also report GAD plans and accomplishments for

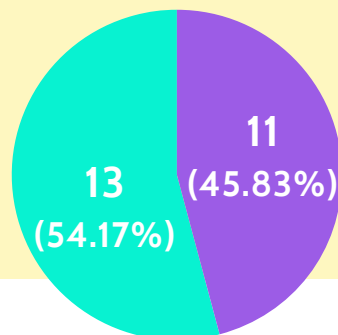
inclusion in the government-mandated annual GAD report submissions.

The following charts summarize the 2020 participation of the GAD Committees in light of our continuing campaign to revitalize, capacitate, and engage the GAD Focal Point System for all UP colleges and units.

Contributors to the mandated government submission of GAD Reports: the UP Diliman GAD Accomplishment Report and GAD Plan and Budget

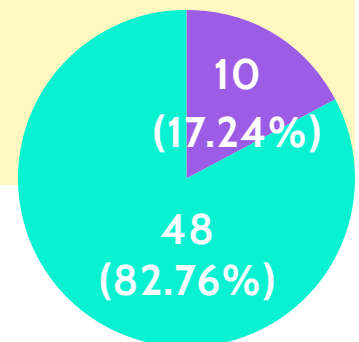
Academic Units/ Offices

- Archaeological Studies Program (ASP)
- College of Architecture
- College of Education and UP Integrated School
- College of Fine Arts (CFA)
- College of Home Economics (CHE)
- College of Mass Communication (CMC) – UP Film Institute (UPFI)
- College of Social Sciences and Philosophy (CSSP)
- National College of Public Administration and Governance (NCPAG)
- School of Economics
- School of Statistics
- School of Urban and Regional Planning (SURP)



Non-Academic Units/ Offices

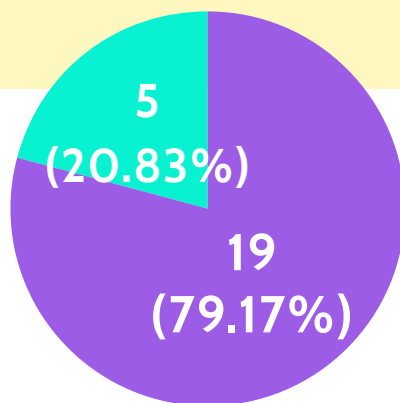
- Office for Initiatives in Culture and the Arts (OICA)
- Office for Student Ethics (OSE)
- Office of Anti-Sexual Harassment (OASH)
- Office of Counseling and Guidance (OCG)
- Office of Scholarships and Grants (OSG)
- Office of Student Housing (OSH)
- Office of the University Registrar (OUR)
- Office of the Vice Chancellor for Academic Affairs (OVCAA)
- University Health Service (UHS)
- University Library



Active* GAD Committees

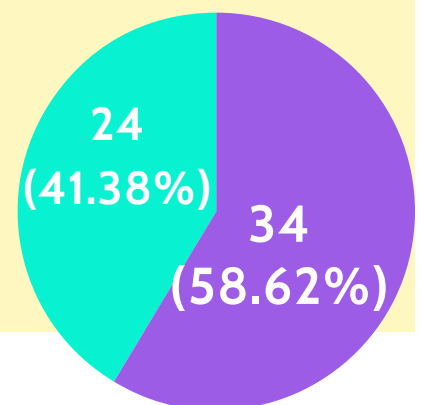
Academic Units/ Offices

- Archaeological Studies Program (ASP)
- Asian Center
- Asian Institute of Tourism (AIT)
- Cesar E.A. Virata School of Business (VSB)
- College of Architecture
- College of Education – with UP Integrated School (UPIS) and National Institute for Science and Mathematics Education Development (NISMED)
- College of Fine Arts (CFA)
- College of Home Economics (CHE)
- College of Mass Communication – UP Film Institute
- College of Social Sciences and Philosophy (CSSP) – Department of Sociology, Department of Geography, Office of Student Affairs, and Office of the Dean
- College of Social Work and Community Development (CSWCD)
- National College of Public Administration and Governance (NCPAG)
- School of Economics
- School of Information and Library Studies (SLIS)
- School of Statistics
- School of Urban and Regional Planning (SURP)
- Tri-College
- UP Diliman Extension Programs in Pampanga and Olongapo (DEPP)
- UP College of Law



Non-Academic Units/ Offices

- Diliman Environmental Management Office (DEMO)
- General Education Center (GEC)
- Housing Office
- Human Resource Development Office (HRDO)
- Office for Student Ethics (OSE)
- Office for the Advancement of Teaching (OAT)
- Office for Initiatives in Culture and the Arts (OICA)
- Office of Anti-Sexual Harassment (OASH)
- Office of Extension Coordination (OEC)
- Office of Field Activities (OFA)
- Office of International Linkages (OIL)
- Office of Scholarships and Grants (OSG)
- Office of Student Housing (OSH) – Sampaguita, Ipil, and Kalayaan Dormitories
- Office of the Vice Chancellor for Academic Affairs (OVCAA)
- Office of the Vice Chancellor for Administration (OVCA)
- Office of the Vice Chancellor for Community Affairs (OVCCA)
- Office of the Vice Chancellor for Research and Development (OVCRD)
- Office of the Vice Chancellor for Student Affairs (OVCSA)
- Research Dissemination Office (RDO)
- Sentro ng Wikang Filipino (SWF)
- University Health Service (UHS)
- University Library – Asian Center Library, College of Fine Arts Library, College of Home Economics (CHE) Library, Cesar E.A. Virata School of Business (VSB) Library
- Public Safety and Security Office (PSSO)
- UP Theater Complex

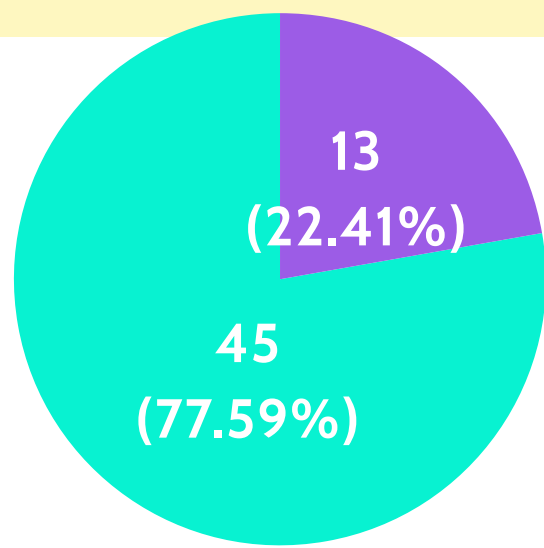
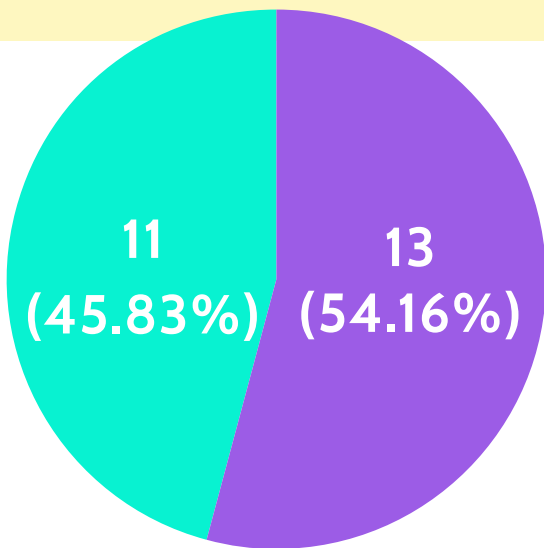


*Active GAD Committees include newly established and revitalized GAD Committees that attended and actively participated in GAD calls and endeavors throughout 2020.

New and Revitalized* GAD Committees

Academic Units/ Offices
Archaeological Studies Program (ASP)
Asian Center (AC)
Asian Institute of Tourism (AIT)
Virata School of Business (VSB)
College of Education
College of Education – UP Integrated School
College of Social Sciences and Philosophy (CSSP)
College of Social Work and Community Development (CSWCD)
National College of Public Administration and Governance (NCPAG)
School of Statistics
School of Urban and Regional Planning (SURP)
UP Diliman Extension Programs in Pampanga and Olongapo (DEPP)
UP College of Law

Non-Academic Units/ Offices
Diliman Environmental Management Office (DEMO)
National Service Training Program Diliman (NSTP)
Office for Initiatives in Culture and the Arts (OICA)
Office of Field Activities (OFA)
Office of International Linkages Diliman (OILD)
Office of Student Housing (OSH)
Office of the Vice Chancellor for Academic Affairs (OVCAA)
Office of the Vice Chancellor for Administration (OVCA)
Office of the Vice Chancellor for Community Affairs (OVCCA)
Office of the Vice Chancellor for Student Affairs (OVCSA)
University Library – College of Fine Arts (CFA) Library, College of Home Economics (CHE) Library, Virata School of Business Library
UP Theater Complex



*Revitalized GAD Committees have newly appointed members and renewed / continued active status in the GFPS.

UP Diliman GAD Committee Mapping

The campaign for the GFPS is complemented by the continuous mapping of all units, colleges, and offices and with GAD Committee Members, resulting in the UP Diliman GAD Committee Membership Map and the UP Diliman GAD Committee

Directory Map. Mapping is conducted to determine the GAD Committee representation of UP Diliman and to identify which units, colleges, and offices need to form, reconstitute, revitalize, and/or activate their GAD

Committees. Contacts for GST and Research and Publications distribution are also part of the map in order to maximize the reach of gender mainstreaming efforts and calls for publication and advocacy participation and contribution.

GAD Consultation Meetings, Emails and Phone Calls

Given the limitations faced in this period of COVID-19, **GAD Consultation Meetings, Emails and Phone Calls** continued on a smaller scale with different GAD Committees and individual members to discuss the collection and submission of data for the UP Diliman GAD Accomplishment

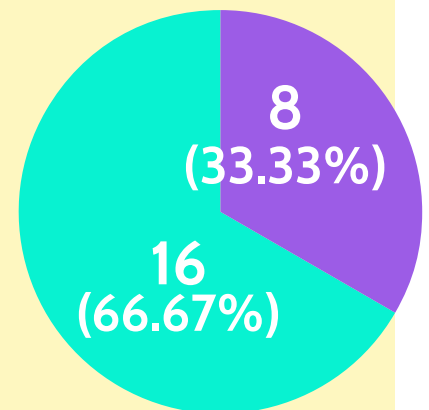
Report 2020, the needs and concerns of GAD Committees concerning the application of the *Harmonized Gender and Development Guidelines (HGDG)*, updates on their GAD PAP developments, engendering PAPs, interest in and procedures towards having childminding

facilities and gender-neutral comfort rooms, the agency's GAD budget, and other GAD-related concerns. Consultations in various forms have been held with GAD Committee members from the following colleges/units/offices:

GAD Committee Consultations

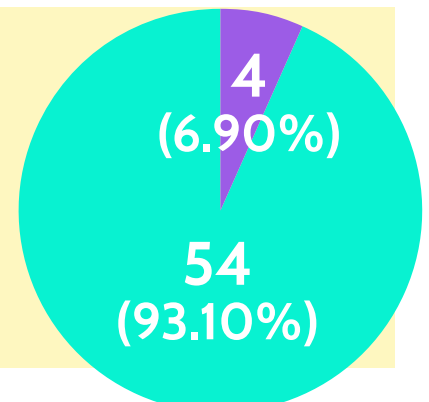
Academic Units/ Offices

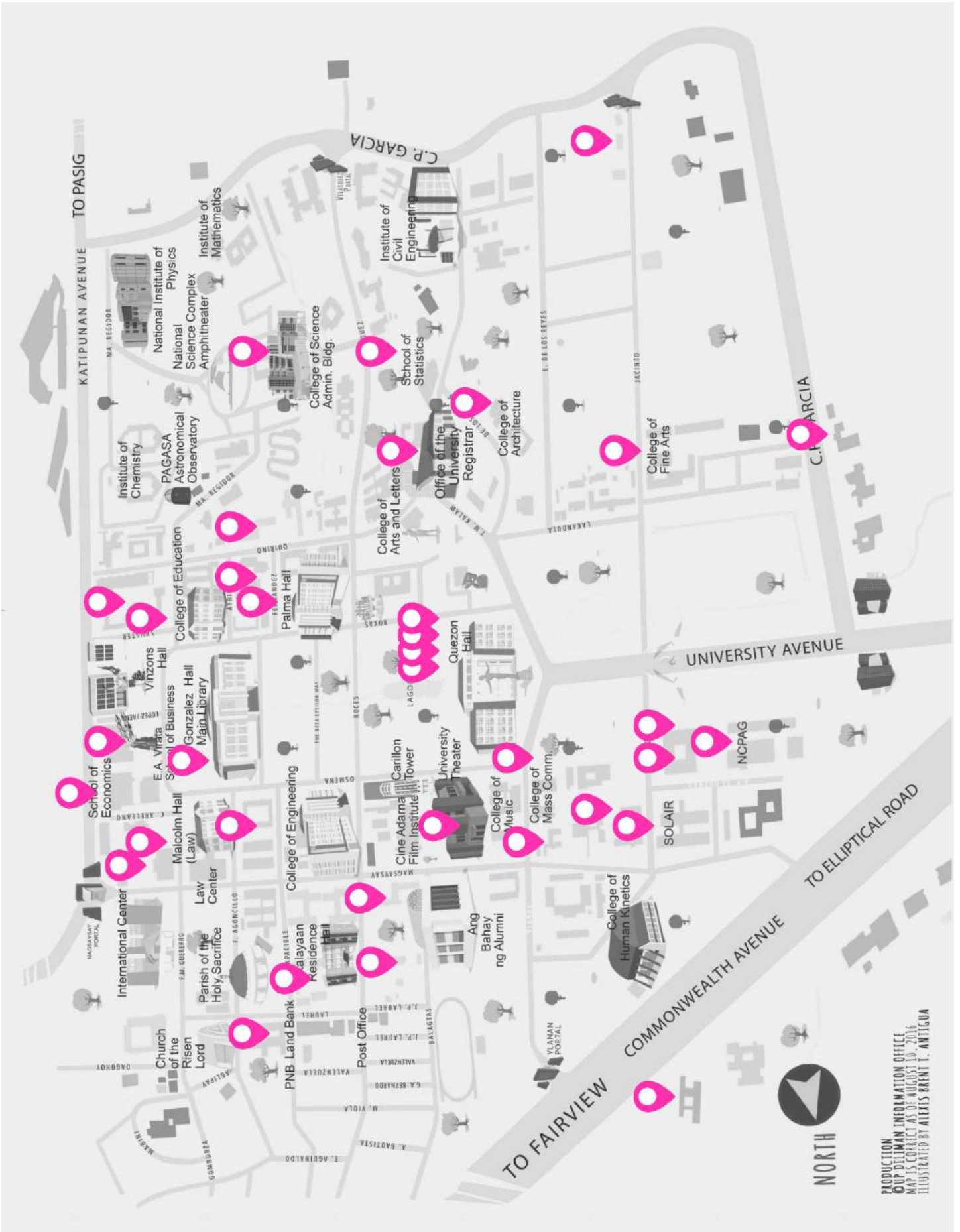
- College of Education and UP Integrated School (UPIS)
- College of Fine Arts (CFA)
- College of Social Sciences and Philosophy (CSSP) (Department of Geography)
- College of Law
- College of Mass Communication (CMC) and the UP Film Institute (UPFI)
- National College of Public Administration and Governance (NCPAG)
- School of Library and Information Studies (SLIS)
- School of Urban and Regional Planning (SURP)



Non-Academic Units/ Offices

- Budget Office
- Office of the Vice Chancellor for Research and Development (OVCRD)
- Office of the Vice Chancellor for Student Affairs (OVCSA)
- Office of Student Housing (OSH)





GAD Meetings for Advocacy

The GAD Committees actively participate in the Advocacy Campaigns of UP Diliman. Each year, during the Preparatory Meetings hosted by the UPDGO for *One Billion Rising (OBR)*, *Women's Month*, and *UP Diliman Pride Month*, GAD Committee members representing units, colleges, and offices across UP

Diliman brainstorm and arrive at a consensus on the theme, planning, and conduct of activities for these campus celebrations. They are instrumental in the implementation of the advocacy campaigns, dissemination of information, organization of activities at their home units, and mobilization of participants

for these events. This year, preparatory meetings for *OBR* and *Women's Month* were held as usual in January and February, while the first Online Preparatory Meeting for *UP Diliman Pride Month 2020* was held in June 2020. The following are the themes that were set for the 2020 gender advocacy celebrations:

Advocacy Celebration	Theme
<i>OBR and Women's Month</i>	"Buwan ng Kababaihan – KKK 2020: Isulong ang Kalusugan, Kalayaan, at Kaginhawaan ng Kababaihan at ng Bayan!" #KKK2020 #LabanKatipunera #UPDWomensMonth2020
UP Diliman Pride Month	"Tuloy ang Laban!"
18-Day Campaign to End Violence Against Women / IDEVAW (International Day for the Elimination of Violence Against Women)	"Isulong ang Kalusugan, Kalayaan, at Kaginhawaan ng Lahat ng Kasarian!"



First preparatory meeting for One Billion Rising and Women's Month 2020



Through the support of the Office of the Chancellor, the following memoranda were issued:

Memorandum	Date Issued	Title and Coverage
Memorandum No. MLT-20-023	January 16, 2020	“Participation and Contribution of all UP Diliman Colleges/Offices/Units in One Billion Rising (OBR) on February 14, 2020 and Women’s Month 2020 in March 2020” on the participation and contribution to these celebrations and the attendance of the Preparatory Meeting on January 27, 2020.
Memorandum No. FRN-20-02	March 2, 2020	“Official Time for the UP Diliman celebration of International Women’s Day (March 6) and other activities for Women’s Month” on attendance and participation in UP Diliman Women’s Month 2020
Memorandum No. FRN-20-013	June 16, 2020	“Participation and Contribution of all UP Diliman Colleges/Offices/Units in the UP Diliman Pride Month 2020” on the participation and contribution to the UP Diliman Pride Month 2020 celebration and the attendance of the Preparatory Meeting on June 19, 2020.
Memorandum No. FRN-20-086	September 21, 2020	“9th UP Diliman Gender and Development (GAD) Summit and the 2020 UP Diliman GAD Committee Professional Development Training Series” on the formation of GAD Committees, assignment of GAD representatives, and attendance of all GAD Committees of the UP Diliman GAD Committee Professional Development Training Series and the 9th UP Diliman Gender and Development (GAD) Summit
Memorandum No. FRN-20-069	November 10, 2020	“18-Day Campaign to End Violence Against Women” on the participation and contribution to this celebration and the attendance of the UPDGO activities from November to December 2020.
Memorandum No. FRN-20-086	December 16, 2020	“Submission of the GAD Accomplishment Report with Expenses for 2020 and GAD Plan and Budget 2022” on the call for contributions to the mandated PCW report submissions, namely the 2020 UP Diliman GAD Accomplishment Report 2020 and the 2022 UP Diliman GAD Plan and Budget.



The UP Diliman GAD Committee Professional Development Training Series

The UP Diliman GAD Committee Professional Development Training Series was conceptualized and planned in 2018 to provide GAD Committee members with continuing GAD capacity building training towards equipping them for GFPS work. Amidst the pandemic, the professional development training workshops were finally

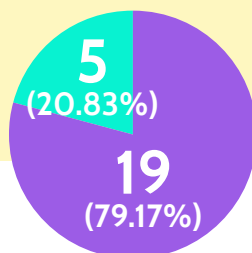
launched as an online series offering conducted via Zoom in October 2020.

We had to make a number of adjustments in order for the online training to simulate face-to-face workshops, especially since groupwork and personal interactions facilitated the learning of these highly technical

GAD tools. However, the remote nature of the training sessions and online mode of delivery increased the capability of participants to attend. Over fifty (50) GAD Committee members from the following units and colleges participated in each of the Training Series Workshops:

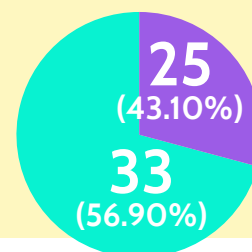
Academic Units/ Offices

Archaeological Studies Program (ASP)
 Asian Center
 Asian Institute of Tourism (AIT)
 Cesar E.A. Virata School of Business
 College of Architecture
 College of Education – with UP Integrated School (UPIS) and National Institute for Science and Mathematics Education Development (NISMED)
 College of Home Economics (CHE)
 College of Fine Arts (CFA)
 College of Law
 College of Mass Communication (CMC) – UP Film Institute (UPFI)
 College of Social Sciences and Philosophy (CSSP) – Office of the Dean, Office of the Associate Dean for Academic Affairs, Office of Student Affairs, Department of Sociology, and Department of Geography
 College of Social Work and Community Development (CSWCD)
 National College of Public Administration and Governance (NCPAG)
 School of Economics
 School of Statistics
 School of Urban and Regional Planning (SURP)
 Tri-College
 UP Diliman Extension Programs in Pampanga and Olongapo (DEPP)
 School of Library and Information Studies (SLIS)



Non-Academic Units/ Offices

Diliman Environmental Management Office (DEMO)
 General Education Center (GEC)
 Human Resource Development Office (HRDO)
 Housing Office
 National Service Training Program (NSTP)
 Office for Initiatives in Culture and the Arts (OICA)
 Office for Student Ethics (OSE)
 Office for the Advancement of Teaching (OAT)
 Office of Anti-Sexual Harassment (OASH)
 Office of Extension Coordination (OEC)
 Office of Field Activities (OFA)
 Office of International Linkages (OIL)
 Office of Scholarships and Grants (OSG)
 Office of Student Housing (OSH)
 Office of the Vice Chancellor for Academic Affairs (OVCAA)
 Office of the Vice Chancellor for Administration (OVCA)
 Office of the Vice Chancellor for Community Affairs (OVCCA)
 Office of the Vice Chancellor for Research and Development (OVCRD)
 Office of the Vice Chancellor for Student Affairs (OVCSA)
 Public Safety and Security Office (PSSO)
 Research Dissemination Office (RDO)
 Sentro ng Wikang Filipino (SWF)
 University Health Service (UHS)
 University Library with the CFA Library, CHE Library, Asian Center Library, and VSB Library
 UP Theater Complex





Practice on Gender Mainstreaming: Human Resource (Entitlements/Rights as employees)

What support mechanisms do you need as a:

- **female/male worker?**
- **solo parent worker?**
- **nursing/lactating worker?**
- **LGBT worker?**

Support mechanisms include: Maternity Leave, Paternity Leave, Flexible Working Hours, Sexual Harassment Policy, Committee on Decisions and Investigation of Sexual Harassment Cases, Child Minding Stations, Lactation Stations, and Orientation on Relevant GAD Laws (Equalized Maternity Law, Kasambahay Law, Safe Spaces Act, etc.).

Reina P. Olivar

GAD Professional Development Training Series: "GAD PB and PCW Memoranda"



Kristel May Gomez-Magdarao

- BA Social Work, UP College of Social Work and Community Development
- MA Women and Development Studies, UP College of Social Work and Community Development
- Registered Social Worker
- Gender Specialist
- Gender and Development Consultant, Philippine Commission on Women
- Member, National GAD Resource Pool of the PCW
- Researcher, with research papers presented in local and international conferences
- Training and Advocacy Officer
- Officer-in-Charge, UP Diliman Gender Office



Cindy Cruz-Cabrera

- teacher of English studies, gender specialist, and media studies scholar
- Gender and Development Officer at the UP Diliman Gender Office
- Associate Editor of the *Diliman Gender Review*, an academic journal at the University of the Philippines Diliman
- co-host, DZUP program GENDERadyo and two-time Gandingan ng Kababaihan Award Winner
- BSE English Literature and Language Teaching, UP College of Education
- MA Women and Development Studies, UP College of Social Work and Community Development
- Currently taking PhD Media Studies, UP College of Mass Communication
- Fellowship awardee at the *KRITIKA 2016 National Workshop on Art and Cultural Criticism*
- Manager of progressive rock bands Datu's Tribe and Plagpul

GAD Professional Development Training Series: "HGDG"

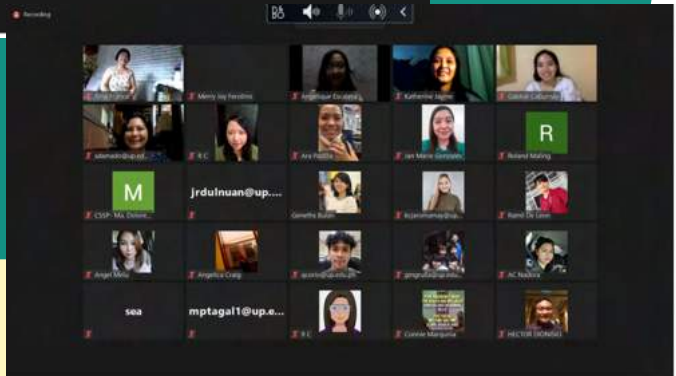


Linking GMEF Results with the GAD Agenda and the GAD Planning and Budgeting

www.pcw.gov.ph

Ms. Luzmila A. Cruz
 PCW Gender Specialist
 Gender and Development Officer
 Planning and Budgeting Specialist

GAD Professional Development Training Series: "GMEF"



The table below summarizes the attendance based on the number of participants who accomplished the online evaluation forms for the workshops:

UP Diliman GAD Committee Professional Development Training Series

	Gender Sensitivity Training	GAD PB and PCW Guidelines and Memo Workshop	HGDG Workshop	GMEF Workshop
Male	8 (32%)	9 (26.5%)	12 (27.3%)	8 (29.6%)
Female	17 (68%)	25 (73.5%)	32 (72.7%)	19 (70.4%)
Intersex				
TOTAL	25 (100%)	34 (100%)	44 (100%)	27 (100%)
LGBT (optional)	2 (8%)	0	0	2 (7.4%)
Cisgender		17 (50%)		
Transgender		0		
Queer		2 (5.9%)		
No Answer		15 (44.1%)		
Faculty	5 (20%)	5 (14.7%)	5 (11.4%)	5 (18.5%)
REPS	13 (52%)	10 (29.4%)	17 (38.6%)	9 (33.3%)
Admin	7 (28%)	19 (55.9%)	22 (50%)	13 (48.1%)
Others			0	0

The data reveals a need to campaign for (1) the appointment of more male members to the GAD Committees and (2) the attendance of more faculty at GAD Committee events and training. More females participated in the GAD training series as compared to males, four (4) of whom identified as LGBT. There were also more REPS and administrative staff who attended as compared to faculty. It thus remains a challenge to include and encourage males and faculty members to attend the GAD training, be it basic or advanced.

Envisioned as a yearly series offering, the Professional Development Training Series sessions for 2020 covered the following topics with resource speakers from the UPDGO, OASH, and the Philippine Commission on Women (PCW):

Workshop	Title	Resource Speaker	
Session #1: Gender Sensitivity Training	Gender Sensitivity Training for GAD Committee Members	Giano Ray C. Potes	SOGIE Officer, UPDGO
		Dr. Nancy Kimuell-Gabriel	GEC Director / former UPDGO Coordinator
		Atty. Alnie G. Foja	Legal Counselor, UPDGO
		Dr. Remedios Mondiguing	GAD Consultant, OASH
Session #2: Tools for GAD Focal Point System Work	“The Gender and Development Plan and Budget and Accomplishment Report (GAD PB and GAD AR) and the Philippine Commission on Women (PCW) Memoranda and Guidelines”	Reina P. Olivar	GAD Consultant, Philippine Commission on Women (PCW) GAD Resource Pool
Session #3: Tools for GAD Focal Point System Work	Tools for GAD Focal Point System Work: “Workshop on the Harmonized Gender and Development Guidelines (HGDG)”	Kristel May Gomez-Magdaraog	Officer-in-Charge, UPDGO / GAD Consultant, Philippine Commission on Women (PCW) GAD Resource Pool
		Cindy Cruz-Cabrera	Gender and Development Officer, UPDGO
Session #4: Tools for GAD Focal Point System Work	Tools for GAD Focal Point System Work: “Workshop on the Enhanced Gender Mainstreaming Evaluation Framework (GMEF)”	Gichelle A. Cruz	GAD Consultant, Philippine Commission on Women (PCW) GAD Resource Pool

9th UP Diliman Gender and Development (GAD) Summit

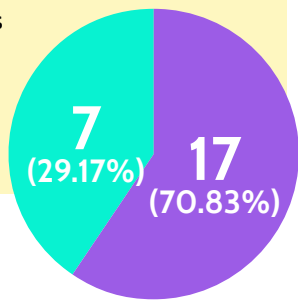
The 9th UP Diliman Gender and Development (GAD) Summit was held online on December 11, 2020. Held annually, the GAD Summit serves as the general

assembly for GAD Committees across UP Diliman, during which occurs the reporting of yearly GAD accomplishments, capacity building sessions, and continuing gender education. The 9th GAD

Summit was attended by GAD Committee representatives from the following units, colleges, and offices with a peak of seventy-eight (78) participants:

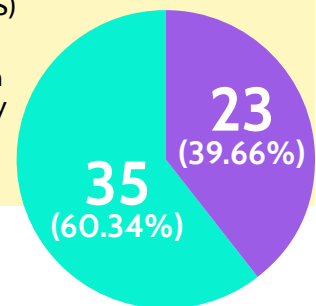
Academic Units/ Offices

- Archaeological Studies Program (ASP)
- Asian Center
- Asian Institute of Tourism (AIT)
- Cesar E.A. Virata School of Business
- College of Architecture
- College of Education – with UP Integrated School (UPIS) and National Institute for Science and Mathematics Education Development (NISMED)
- College of Home Economics (CHE)
- College of Fine Arts (CFA)
- College of Law
- College of Mass Communication (CMC) – UP Film Institute (UPFI)
- College of Social Sciences and Philosophy (CSSP) – Office of the Dean, Office of the Associate Dean for Academic Affairs, Office of Student Affairs, Department of Sociology, and Department of Geography
- College of Social Work and Community Development (CSWCD)
- National College of Public Administration and Governance (NCPAG)
- School of Economics
- School of Urban and Regional Planning (SURP)
- UP Diliman Extension Programs in Pampanga and Olongapo (DEPP)
- School of Library and Information Studies (SLIS)



Non-Academic Units/ Offices

- Diliman Environmental Management Office (DEMO)
- General Education Center (GEC)
- Human Resource Development Office (HRDO)
- Housing Office
- Office for Initiatives in Culture and the Arts (OICA)
- Office for Student Ethics (OSE)
- Office for the Advancement of Teaching (OAT)
- Office of Anti-Sexual Harassment (OASH)
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- Public Safety and Security Office (PSSO)
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- University Health Service (UHS)
- University Library with the CFA Library, CHE Library, Asian Center Library, and VSB Library
- UP Theater Complex



The attendance at this year’s GAD Summit is lower as compared to previous years. It had been originally scheduled for November 12-13 (two half-days) with more

than a hundred (100+) RSVPs, but had to be moved due to the November 11 announcement of work suspensions for the week brought about by a super

typhoon. It was rescheduled for December 11 (one whole day), with approximately only 75% available to attend.

9th UP Diliman Gender and Development (GAD) Summit

This is the first GAD Summit to be held online, and it tackled gender and development perspectives and approaches within the framework of the novel realities and work situations that we now face due to COVID-19. The table below details the talks that comprised the 2020 GAD Summit:

Attendance	Peak	Low	Evaluation Respondents
Male	9 (11.53%)	10 (19.23%)	9 (19.15%)
Female	69 (88.47%)	42 (80.77%)	36 (76.60%)
Intersex			1 (2.125%)
Prefer Not To Say			1 (2.125%)
TOTAL	78 (100%)	52 (100%)	47 (100%)
LGBT (optional)			
No Answer	47 (60.26%)	47 (90.38%)	47 (100%)
Faculty	5 (6.41%)	5 (9.62%)	5 (10.64%)
REPS	21 (26.92%)	21 (40.38%)	21 (44.68%)
Admin	16 (20.51%)	16 (30.77%)	16 (34.04%)
Non-UP Contractual	5 (6.41%)	5 (9.62%)	5 (10.64%)

Program		Speakers
Program Conduct and Introductions		Master of Ceremonie: Giano Ray C. Potes <i>SOGIE Officer, UPDGO</i>
Plenary Address	“Gender Pandemic, and the UP Diliman Gender Office’s Response”	Plenary Speaker: Kristel May Gomez-Magdaraog <i>Officer-in-Charge, UPDGO / GAD Consultant, Philippine Commission on Women (PCW) GAD Resource Pool</i>
Keynote Address	“COVID-19, Science, and Gender”	Keynote Speaker: Dr. Fidel R. Nemenzo <i>Chancellor, University of the Philippines Diliman</i>
GAD Work Education	“COVID-19, the New Normal, and GAD Work”	Resource Speaker: Reina P. Olivar <i>GAD Consultant, Philippine Commission on Women (PCW) GAD Resource Pool</i>
GAD Reporting	“GAD Accomplishment Reporting for 2020: UP Diliman Gender Office”	Presenter: Cindy Cruz-Cabrera <i>Gender and Development Officer, UPDGO</i>
	“UP Diliman GAD Accomplishment Reporting for 2020”	Presenters: GAD Committee Representatives for Colleges and Units across UP Diliman
Research and Publication Launch	UPDGO Terminal Report 2015-2020 and Women’s Month 2020 Video	Presenter: Ma. Stephanie Joy A. Andaya <i>Research and Publication Officer, UPDGO</i> With a message from Dr. Nancy Kimuell-Gabriel , <i>GE Director, previous UPDGO Coordinator</i>

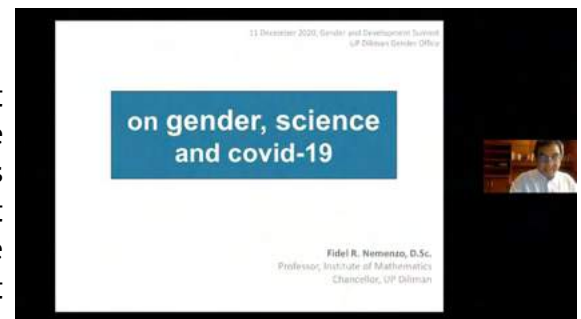
In her Plenary Address “Gender Pandemic, and the UP Diliman Gender Office’s Response”, UPDGO Officer-in-Charge Ms. Kristel May Gomez-Magdaraog highlighted the ways that COVID-19 impacts genders differently and the ways that our Office responded to the pandemic, particularly through the migration of all UPDGO services online and the people-centered management of the staff.

The GAD Summit participants also had the honor of being addressed by the UP Diliman Chancellor Dr. Fidel Nemenzo, who delivered the Keynote Address on “COVID-19, Science, and Gender”. Chancellor Nemenzo emphasized the role of women in the history and development of various branches of science. He encouraged everyone to work towards the gender-sensitive and gender-responsive transformation of scientific perspectives, attitudes,

and materials production – not only towards the subject matter, but most especially towards the appreciation of the how people of all genders have always been involved in the generation of scientific knowledge.

During her GAD Work Education talk on “COVID-19, the New Normal, and GAD Work”, Philippine Commission on Women (PCW) GAD Consultant Ms. Reina P. Olivar underscored the strategies and approaches that units, colleges, and offices may adopt towards gender mainstreaming within our new contexts and work situations given the realities of the pandemic.

The online Accomplishment Reporting of the UPDGO and the GAD Committee representatives demonstrated the commitment and creative efforts of the colleges, units, and offices at continuing GAD work, gender mainstreaming, and promoting the inclusivity of all genders.



Chancellor Fidel R. Nemenzo’s keynote speech during the 9th GAD Summit, December 2020

Ways Forward

The following remain to be the challenges in GFPS Organizing and GAD Work:

Remedying the predicament of being subject to conflicting factors that compromise the achievement of the 5% GAD expenditures, particularly the limits put on the approval of GAD budgets and expenses throughout the year vs. the need to justify the low percentage of GAD expenses and GAD PAPs achieved upon audit;

Addressing the continuing general lack of understanding and appreciation of the following: (1) the GAD budget; (2) the achievement of GAD utilization of at least 5% of the total CU budget; (3) gender mainstreaming; and (4) GAD planning and accomplishment reporting; and

Coordinating and cooperating with high officials, key planners, and finance officers on the application and implementation of HGDG and GMEF.

The UPDGO views the following as the strategies for moving forward in the achievement of mandates:

SUSTAINMENT OF ENGAGEMENTS

Sustain engagements with the Office of the Chancellor (OC), Office of the Vice Chancellor for Research and Development (OVCRD), Office of the Vice Chancellor for Academic Affairs (OVCAA), and Office of the Vice Chancellor for Student Affairs (OVCSA) on GAD reporting and achievement of GAD PAPs;

Cultivate engagements with Office of the Vice Chancellor for Administration (OVCA), Vice Chancellor for Community Affairs (OVCCA), and Vice Chancellor for Planning and Development (OVCPD) towards GAD reporting and the identification and achievement of GAD PAPs;

Seek renewed GAD reporting engagement with the Center for Women's and Gender Studies (CWGS) through their consolidation and submission of mandated yearly Constituent University (CU) reports – the UP Diliman Gender and Development Accomplishment Report (UPD GAD AR) and the UP Diliman Gender and Development Plan and Budget (UPD GAD PB) to the Philippine Commission on Women (PCW);

Strategize and coordinate for the involvement of top officials, heads, key planners, and finance officers in gender mainstreaming through HGDG and GMEF implementation; and

Validate and appreciate GAD Committees / Representatives for active participation, initiative, and engagement.

GENERATION OF GAD DATABASE

Strategize and coordinate for gender audits of academic courses and the corresponding attributions of faculty salaries; and

Strategize for generating a gender database and gender audits for UP Diliman.

COLLABORATIVE WORK

Continue Online GAD events and activities; and

Resume collaboration on video production and online print materials.

PROGRAM SUPPORT

Provide additional staffing for individual UPDGO Programs support; and

Continue to value and uphold people-centered management, particularly (1) efficiency and effectiveness of remote work and (2) caring for the well-being of UPDGO Staff.

Public Service and Advocacy

Our advocacy work covers partnerships for gender forums, films, educational and interactive theater, and the like as well as UP Diliman campus-wide campaigns, celebrations – including National and international celebrations such as *One Billion Rising*, *International Women's Day* and *Women's Month*,

Pride, *International Day Against Homophobia, Transphobia and Biphobia* (IDAHOT), and the *18-Day Campaign to End Violence Against Women* – towards the promotion of women's empowerment and gender equality and justice. Public service work involves bringing the services offered by the

UPDGO to people beyond the UP Diliman community. Gender mainstreaming by means of sharing gender knowledge, skills, and GAD committee work practices with various universities, colleges, government offices, and public and private institutions and organizations helps spread gender sensitivity, responsiveness, and justice in theory and practice.

Advocacy Partnerships

In 2020, we formed **Advocacy Partnerships** with colleges/units in UP Diliman and a number of organizations and institutions towards gender mainstreaming and the promotion of gender sensitivity and responsiveness. We sought to achieve the goal of reaching people within and

beyond the UP community through activities, speakerships and guestings, forums and talks, and the University-wide celebrations. However, with the rise of COVID-19, many of the partnership activities have had to be cancelled, postponed, and/or reimagined and held online.

The UPDGO was able to conduct four (4) major campaigns: *One Billion Rising (OBR) 2020*, *Women's Month 2020*, *Pride Month 2020*, and the *International Day for the Elimination of Violence Against Women (IDEVAW) / 18-Day Campaign to End Violence Against Women*.

One Billion Rising 2020

The UP Diliman OBR is traditionally hosted each year by the UPDGO in partnership with Gabriela Youth-UPD; but in 2020, this celebration was hosted on February 14 (Friday) by the UP College of Law.

Its GAD Committee organized the program and assembly, had speeches and performances, and held the dance protest in front of Malcolm Hall, before mobilizing the march to the A.S. Steps for the final program. The event was attended by College of Law faculty and students,

various student organizations, UP Diliman GAD Committee members, and Barangay UP Diliman constituents. With this initiative by the College of Law, we hope that other GAD committees will take turns in leading the advocacy in the future.



Women’s Month 2020

The successful organization and celebration of Women’s Month 2020 with the theme *Buwan ng Kababaihan KKK 2020 – Isulong ang Kalusugan, Kalayaan, at Kaginhawaan ng Kababaihan at ng Bayan* were achieved through the mobilization of the GAD Committees, sector representatives of the UP Diliman, the University Student Council (USC), and Gabriela Youth – UP Diliman (GY-UPD). However, among the various month-long activities that were organized by colleges and units, GAD Committees, student organizations, and the UPDGO for Women’s Month 2020, only the International Women’s Day celebration at UP Diliman and “Ulat Lila”, our yearly partnership event with the Center for

Women’s Resources, took place on March 6, 2020 (Friday) right before the UP Diliman suspension of physical reporting for work and classes on March 10, 2020, and the nationwide lockdown that ensued the following week. All other activities on the UP Diliman Women’s Month Calendar were then cancelled, while the “Gender Representation in Philippine Ads: *Wais na misis at galanteng lalaki pa rin ba?* A Forum on Gender, Advertisements, and the Public” by the UP CMC Department of Communication Research and the Philippine Association for Communication Media and Research and the “Flora Zarco Rivera Gender and Development Award” by the UP College of Music GAD Committee were both held online later in 2020.



The UPD Pride is a remarkable breakthrough as the first completely online advocacy campaign and celebration of the UPDGO. It also served as an avenue for consolidating the GAD committees after months in lockdown. Although preparations were limited by adjustments to online modes of delivery and time constraints, the UPDGO and the GAD committees managed to launch several activities online. New partnerships within and outside the University were also forged. The Mental Health Webinar was in high demand, resulting in another session held after a month.

UP Diliman Pride Online 2020

Following the cancellation of Women’s Month events and the UPDGO’s transitioning and migration of all services online, we began planning for the online mode of advocacy celebration for

UP Diliman Pride Month 2020: “*Tuloy Ang Laban!*” and hosted a number of activities online in June 2020 along with activities initiated by the UP Diliman GAD Committees.



Cham Perez, Research Coordinator of the Center for Women’s Resources (CWR) during the “2020 Ulat Lila” Forum at UP Balay Kalinaw



Photos from the UP Diliman celebration of International Women's Day led by Chancellor Fidel R. Nemenzo and former UPDGO Coordinator Nancy Kimuell-Gabriel on March 6, 2020 at Quezon Hall, UP Diliman

UP Diliman Pride Online – June 2020

The UPDGO also participated in the UP Babaylan organization's celebration of UP Pride in October 2020.

“Mental Health and Psychosocial First Aid Webinar” - June 26, 2020

A webinar on mental health and tips for first responders on legal remedies and psychosocial first aid – featuring the counselors of the UPDGO

Organized by the UPDGO with Resource Speakers:

Salvacion Pascual (Emergency Crisis Counselor, UPDGO)
Atty. Alnie Foja (Legal Consultant, UPDGO)
Donn Gaba (Counselor, UPDGO)

“Lusog-Isip sa Panahon ng Pandemya”, a Webinar on Mental Health - July 24, 2020

A webinar on mental health issues especially during the pandemic and corresponding counseling advice for all genders

Organized by the UPDGO with Resource Speaker

Donn Gaba (Counselor, UPDGO)

“Ginto't Pilak” Online Pride Exhibit - June 2020

The online version of the 2019 exhibit “Ginto't Pilak Namumulaklak Pride Exhibit”

Organized by the UPDGO

“Before Rainbows” Online Film Festival - June 29-30, 2020

An online film festival and talkback sessions with filmmakers of LGBTQIA++ films

Film viewing / streaming and Forum with the Filmmakers Organized by the UPDGO in partnership with the LGBT Chamber of Commerce and Quarantimes

“How to be an LGBTQIA++ Ally in the Midst of a Global Health Crisis”- June 20, 2020

A discussion on the importance of acknowledging the different needs of the LGBTQIA++ community amidst the COVID-19 health crisis, what the government is doing to address them, and what we can do as allies of the LGBTQIA++ community to help out

Organized by the UP Library GAD Committee

“Pride + Place: Philippine Queer Spaces as Realm of Struggle” - June 23, 2020

A discussion on the intersection of queer identity and spaces, the life (and death) of queer spaces in the Philippine urban setting, and understanding these spaces

By the Philippine Association of Landscape Architects and the College of Architecture Research and Extension Program

“Mapping LGBTQIA+ Spaces in UP Diliman: A Webinar/ Mapathon” - August-September 2020

A mapathon series for LGBT organizations, individuals, and allies and introduction on mapping safe spaces on QueerMap

By MAPBEKS and the UP Department of Geography in partnership with the UPDGO

“Sulong, ‘Wag Patinag: UPD Goes Online Pride March” - May-June 2020

The UPDGO's solidarity and participation in the community meetings and events of Metro Manila Pride

UPDGO with the Metro Manila Pride

“Tayo ang Lunas: UPD Goes Online Protest”- June 28, 2020

The online version of the June 12 protest action and mobilization also entitled “Tayo and Lunas” to continue fighting for the rights of the LGBTQIA++ and the liberation of threats from the practice of these rights

UPDGO with Bahaghari

“READING IS FUNDAMENTAL: The Human Library is Now Open” - June 30, 2020

A discussion on “Navigating Life and the Law for the Filipino LGBTQ+” and “Transgender and Empowered”, with the goal of facilitating conversations between people and aiming to break down stereotypes and preconceived notions that humans have about others

UPD College of Engineering Library

UP Diliman Pride Online – October 2020

“Ang Unang Regla ni John” October 24, 2020

An online performance of a play by Em Mendez

UPDGO in partnership with Relive Your Passion Online Theater

SOGIESC Infographic October 26, 2020

An infographic that aims to provide a context for SOGIESC in the UP Diliman campus, presenting data based on the cases filed with the UPDGO and the feminist counseling provided by the Office

Published and released by the UPDGO

“Chikahan sa Panitikang LGBTQIA++” Podcast Series October 27-29, 2020

A podcast series featuring the creative works that celebrate the lives and rights of the LGBTQIA++ in the Philippines

Organized by the UPDGO



International Day for the Elimination of Violence Against Women (IDEVAW) / 18-Day Campaign to End Violence Against Women

The UPDGO organized and led the UP Diliman online celebration of IDEVAW/18-Day Campaign with three major activities addressing *Gender-Based Violence, Relationships, and Consent*, particularly their heightened states during the pandemic.

UP Diliman IDEVAW / 18-Day Campaign 2020 Advocacy Statements

“Rape is Not a Joke”

“Jennifer Laude (Pardon of Pemberton)” Solidarity Statement in Rallies

“Jennifer Laude (Pardon of Pemberton)” Online Statement

SOGIESC Infographic

“UPD Pride Online 2020”

“Pride 20”

The UPDGO was able to thoroughly plan and successfully launch activities for this year’s commemoration of IDEVAW amidst time constraints and limitations of online modes of delivery, and can thus be considered another step up in the development

UP Diliman IDEVAW / 18-Day Campaign 2020 Activities

Webinar on “Online Gender-Based Violence during the Pandemic”
November 25, 2020

A discussion on the definitions and culture of gender-based violence (GBV), the phenomenon of online GBV, and counseling advice on the ways of dealing with and handling these experiences

Organized by the UPDGO with Resource Speakers:
Salvacion Pascual (Former Emergency Crisis Counselor, UPDGO)
Liza Garcia (Executive Director, Foundation for Media Alternatives)
Maria Patricia Vito Cruz De Vera (Emergency Crisis Counselor, UPDGO)

“Usapang Jowa: Relasyon, Karahasan, at Consent”
December 9, 2020

A conversation and sharing of perspectives on relationships, violence, and consent.

Organized by the UPDGO in partnership with OASH and the University Student Council (USC) with Resource Speakers:
Dr. Teresa Paula “TP” De Luna (Coordinator, Office of Anti-Sexual Harassment)
Jo Enrica “Jean” Enriquez (Executive Director, Coalition Against Trafficking in Women – Asia Pacific)
Donn E. Gaba (Counselor, UPDGO)
John Ray Dionisio (University Student Council)
Hannah Mae Sucgang (Chairperson, University Student Council)

“Mga Kataga at Mga Bula ni Sandali” November 25 - December 12, 2020

An online play including performances of poems about LGBTIIA++, based on the writings of Luna Sicat Cielo, Joi Barrios-Leblanc, and Damas de Noche

Organized by UPDGO (in partnership with the UP Repertory Company)

and implementation of activities. In the previous years, IDEVAW commemorations took the form of partnerships with organizations such as Gabriela Youth. In contrast with this year’s advocacy campaigns for Women’s Month and Pride, which saw an influx of activities

from units and colleges across UP Diliman, only the UPDGO was able to launch the activities for this celebration. As we adjust and become more adept at online engagements in the context of this pandemic, we hope to see more IDEVAW engagements and initiatives organized by the GAD Committees in the years to come.

Public Service Activities

Gender-related training comprise our primary offerings for Public Service. As with all other training activities during the rise of the pandemic, the following were held online:

Gender-Related Trainings for Public Service

Institution/Organization	Title
Metropolitan Waterworks and Sewerage System (MWSS) Regulatory Office	Gender Sensitivity Training (GST) – 2 Batches
Philippine General Hospital (PGH)	Gender Sensitivity Training (GST)
Carl Balita Review Center	SOGIESC Training
My Extraordinary Cast and Crew	SOGIESC Training
Carl Balita Review Center	SOGIESC Training
Bahaghari	SOGIESC Training
Bataan Peninsula State University (BPSU)	Gender-Fair Language Webinar
Philippine Normal University (PNU) North Luzon	SOGIE and Gender Fair Language Training Webinar
Shama Leb	Gender Sensitivity Training (GST)

Network linkages and partnerships were also established with the following:

- the Philippine LGBT Chamber of Commerce;
- Quarantimes Film Lab;
- MapBeks;
- FedEx Philippines;
- Relive Your Passion Online Theater;
- Foundation for Media Alternatives (FMA);
- Coalition Against Trafficking in Women – Asia Pacific (CATW-AP); and
- Bataan Peninsula State University (BPSU).

Ways Forward

The following remain to be the challenges in Public Service and Advocacy:

Forming fewer partnerships as a result of the pandemic; and

Experiencing delays in planning and preparations for Pride and IDEVAW due to adjustments towards the migration of all activities and services online

The UPDGO views the following as the strategies for moving forward in the achievement of mandates:

Hold mobilization initiatives; and

Conduct earlier planning and preparations – May for Pride, and October for IDEVAW.

Republic of the Philippines
PHILIPPINES NORMAL UNIVERSITY
 National Center for Teacher Education
The Indigenous Peoples Education Hub
 North Luzon Campus
 Alicia, Isabela

Gender and Development Office invites you to join...

**Online Talakayan:
 Usapang SOGIESC**

**NOV 25, 2020
 8:00-10:00 AM
 VIA ZOOM AND FB LIVE**

GIO C. POTES
 SOGIE OFFICER
 GENDER DILIMAN OFFICE
 UNIVERSITY OF THE PHILIPPINES-DILIMAN
ZOOM

VAW FREE Community Starts with Me #VAWfreePH

Public Service Activities

Republic of the Philippines
PHILIPPINES NORMAL UNIVERSITY
 National Center for Teacher Education
The Indigenous Peoples Education Hub
 North Luzon Campus
 Alicia, Isabela

GENDER FAIR LANGUAGE

**DECEMBER 2, 2020
 2:00 -4:00 PM
 VIA ZOOM & FB LIVE**

MS. KRISTEL MAY GOMEZ- MAGDARAOG
 OFFICER-IN-CHARGE
 AND THE UNIVERSITY EXTENSION SPECIALIST
 3 (UES 3) OF THE UNIVERSITY OF THE
 PHILIPPINES
 DILIMAN GENDER OFFICE.

VAW FREE Community Starts with Me #VAWfreePH

Online Gender Sensitivity Training
 Philippine General Hospital GAD Committee
 August 27 - 28, 2020

Online Gender Sensitivity Training
 Philippine General Hospital GAD Committee
 August 27 - 28, 2020

Organization

The UP Diliman Gender Office (UPDGO) has come a long way from its beginnings as a committee handling and overseeing gender matters in UP Diliman in 1999. Strengthened through the years by institutional memory, rich experience, numerous challenges, and key learnings accumulated from its tasks as a committee to its recognition as an office in 2001 and, eventually, as part of the roster of offices directly under the Office of the Chancellor in 2003, the UPDGO has since evolved and expanded in its nature, scope, and complexity of gender work. The increase in the number of colleges, units, and sectors served ushered in a remarkable growth in the responsibilities of and demands on our Office towards adequately supporting campus-wide programs, activities, and projects over the past seventeen (17) years. It has achieved the full operations necessary with a current staff of only six (6) fulltime workers (4 regular and 2 Non-UP Contractual) and three (3) part-time counselors who constantly collaborate toward realizing and surpassing what, in 1999, had been the proposed vision, aims, and functions of the office.



Vision, Mission, and Objectives

The UPDGO is committed to the attainment of gender justice and works towards the realization of a gender-responsive Campus free of all forms of gender-based discrimination, oppression, abuse, and violence (such as sexual harassment, rape, and gay, lesbian, and transgender bashing, among others). Our Office is mandated to mainstream gender awareness and sensitivity in curriculum building, teaching, research and publication, information dissemination, extension, and administration. We promote and implement strategies for advancing women’s and gender rights as human rights, and we campaign for the elimination of gender and sexual discrimination.

Our work during this pandemic period continued to reflect the UPDGO’s mandate to foster gender awareness, sensitivity, and responsiveness in gender education, research and information dissemination, and public service, and GFPS GAD work in UP Diliman. We believe that transitioning all of our services online to mount campaigns,

create awareness, develop capacities, nurture expertise, and provide caring counsel remain crucial for expanding and institutionalizing gender and development work in UP Diliman. Our programs have become regular endeavors sought by constituents from various sectors of UP Diliman, and keeping our doors open to partnerships with

different colleges, units, offices, and organizations despite the pandemic facilitates continuing to bring gender issues to light and inviting everyone to contribute to the conversations, plan for action, and join the activities and training on gender, development, and justice.

Finance (Budget vs. Utilization)

As per the Magna Carta of Women, at least 5% of the institution's budget must be utilized for GAD. With the support of the Office of the Chancellor, the UPDGO collects and consolidates all reports of GAD accomplishments and expenses along with the projected GAD plans and budgets that are painstakingly prepared by the GAD Committees. Through these efforts and cooperation, we are able to submit our government-mandated GAD reports, crediting both direct GAD costs and GAD attributions under our GAD budget utilization.*

There is undoubtedly a rich

practice of gender mainstreaming in UP Diliman. However, through the years, we have continued to fall short of the 5% requirement. As such, the UPDGO continues to provide GAD work training in order for the GAD Committees to be able to properly identify and report PAPs that can be reported as accomplishments. We have also requested to hold a GAD Briefing for the UP Diliman Execom** towards getting heads of units on board. This will be followed by corresponding briefings and training for each unit and college's key decision-makers, planners, finance officers, and others to foster more

understanding and appreciation of GAD work and utilization, and to transform perspectives on the GAD budget being treated just as a "virtual budget" that concerns officials only for COA compliance towards supporting the GAD Committees and championing concretely mainstreaming gender and development in all aspects of work in UP Diliman.

**As of this writing, the UPDGO is still in the process of preparing the 2020 reports, which are due at the end of February 2021, as per the memorandum of the PCW.*

***Through the support of the Office of the Chancellor, the GAD Briefing for the UP Diliman Execom was held on January 22, 2021.*

Components	Outcome/Output
GAD Focal Point System	Existing but separate database (students/employees)
GAD Database (inclusion of SDD)	
Allocation of the GAD Budget (5%)	Low allocation of GAD budget
Utilization of the GAD Budget	Low utilization of GAD Budget

UP Diliman GAD Budget for the Year 2020

	UP Diliman	UPDGO
Proposed	P89,303,200.00	P30,812,032.32
Allocated (approved)		P5,444,208.14

Work and Operations

Government-Mandated Annual GAD Reports

The collection, consolidation, and drafting of the government's mandated reports (and its supporting internal reports and documents) comprise a significant part of the UPDGO's work and operations on top of its regular program areas. The Magna Carta of Women (MCW) requires the preparation and submission to the Philippine Commission on Women (PCW) online via GMMS (Gender Mainstreaming Monitoring System) of two annual reports: (1) the UP Diliman Gender and Development Plan and Budget (UPD GAD PB), which is prepared two years in advance and submitted a year before; and (2) the UP Diliman Gender and Development Accomplishment Report (UPD GAD AR), which comes due in January of the following year.

In 2020, we prepared the following reports and supporting documents, in accordance with the memoranda released by the PCW on changes in both the schedules of submissions and the State University submissions to a central office – which is the Center for Women's and Gender Studies (CWGS) in the case of the UP System:

- The 2020 UPD GAD Plan and Budget
 - submitted to the PCW (GMMS), Office of the Chancellor, CWGS, and the UP Diliman Commission on Audit (COA)
- The 2021 UPD GAD Plan and Budget
 - submitted to the CWGS, Office of the Chancellor, and UPD COA
 - Approved and cleared by the Office of the Chancellor
- The 2019 UPD GAD Accomplishment Report
 - submitted to the PCW (GMMS), Office of the Chancellor, CWGS, and COA
 - Endorsed by the PCW

We have done the following towards the consolidation and drafting of the 2020 GAD Accomplishment Report:

- Collected the GAD Accomplishment Reports for the 9th UP Diliman GAD Summit Accomplishment Reporting
- Prepared the monthly UPDGO Internal Accomplishment and Finance Reports for 2020;
- Called for GAD Accomplishment Report contributions through a Memorandum from the Office of the Chancellor; and
- Continued the updating of the initial draft of the GAD Accomplishment Report.

Participation in Committees

The **Anti-Sexual Harassment (ASH) Council**, a body composed of the Vice Chancellors, the University Student Council Chair, the OASH Coordinator, and the UPDGO Coordinator/Officer-in-Charge, regularly convenes to hear Sexual Harassment cases at UP Diliman. Throughout the pandemic, the UPDGO Officer-in-Charge attended the ASH Council meetings and hearings.

The UPDGO Program Officers

and Officer-in-Charge also attended the meetings of the **UP System GAD Committee**, which is composed of representatives from the Gender Offices of all Constituent Universities and is hosted by the CWGS. Part of the work undertaken by the Committee in 2020 is the creation of a Technical Working Group (TWG) focused on research and the formulation of proposals for the inclusion of SOGIESC in the Guidelines for UP Gender

Guidelines and UP ASH Code.

The UPDGO Program Officers are all part of the TWG and have attended its monthly meetings.

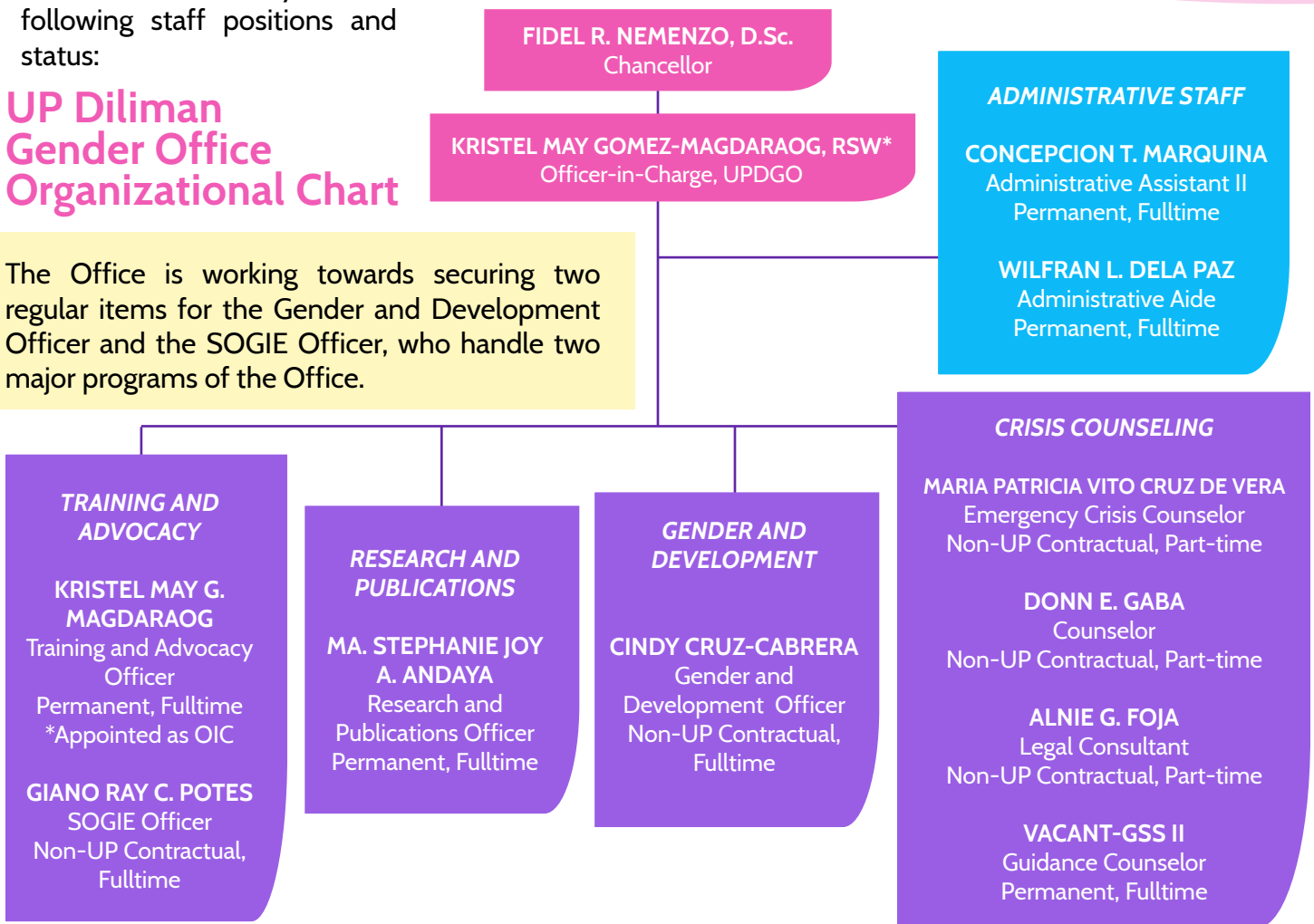
In addition, two staff members are also active officers of the All UP Academic Employees Union – National and the All UP Workers Union - National. The UPDGO supports these officers through the observation of the Union Time, mandated in the CNA of both unions.

Staff Composition, Status, and Development

The UPDGO currently has the following staff positions and status:

UP Diliman Gender Office Organizational Chart

The Office is working towards securing two regular items for the Gender and Development Officer and the SOGIE Officer, who handle two major programs of the Office.



Throughout the year, the staff enjoyed full support and encouragement to attend and participate in webinars and online workshops that would enrich their current knowledge and know-

how as well as help to develop new skills as well. They were also encouraged to conduct and present research in their respective disciplines and fields of interest. Our staff members attended

several skills development and knowledge deepening webinars, while one wrote and presented research at an online conference with support from the OVCRD:

UPDGO Staff	Research Project	Conference
Kristel May Gomez-Magdaraog	“Zoom In, Zoom Out: Strengths and Weaknesses of Online Gender Sensitivity Training (Online GST)”	PASWI (Philippine Association of Social Workers, Inc.) National Convention 2020 (Virtual Conference): “Social Work Under the New Normal: Struggle, Resilience and Hope Amidst the Pandemic and Complex Emergencies” November 26-28, 2020

The UPDGO held a **Year-End Assessment Meeting** online. The *Year-End Assessment* involved the following: (1) looking back at the year’s work and accomplishments, (2) taking stock of good practices, enabling mechanisms, and hindrances; and (3) presenting ways forward and action plans. It sent the staff off to the Christmas and New Year’s holiday break with excitement for the offerings we will be working on in 2021.

Strategies and Response to the Pandemic

The year 2020 brought everything to a halt and upended our lives in many unprecedented ways. The COVID-19 pandemic caused a health crisis, first and foremost, along with huge impacts on aspects such as (but not limited to) the following: mental health; the immense loss of jobs and livelihood; the continued health exposure risks and stigmatization of medical, logistics, and service frontliners; the struggle of many to equip themselves for remote work and study; the blurring of lines between work and home; and the loss of (or reduced)

access to various life-saving and life-sustaining services.

Restrictions brought about by COVID-19 in living arrangements have heightened gender issues, gender-based violence, family violence, child abuse, among so many others. All these coupled with the government's militarized response to the pandemic, the extremely belated recognition of the importance of mass testing, the passing of the Terror Law, the presidential pardon of Joseph Scott Pemberton for the murder of Jennifer Laude, and the

continuing misogynistic remarks and gender discrimination – again, among many others – have left us aghast and struggling to cope.

But we continue to be touched by the kindness and generosity of so many who have reached out to help those who have been most harshly affected by the pandemic, and to be particularly inspired by the contributions of the University of the Philippines Diliman in solutions and its response of opening its doors to the public to do its share of extending help to all.

The UPDGO employed the following people-centered strategies not only externally for the communities and institutions we serve, but also internally in our caring management of those who deliver on these services and make them possible:

- Ensuring access to our services and programs through online channels (training, publication, consultation, webinar, advocacy, and counseling);
- Applying a combination of work-from-home (WFH) and physical reporting (PR), based on the nature of work;
- Conducting regular monitoring of the personal and professional lives of the staff as part of the monthly staff meetings and weekly updates;
- Sustaining high morale and full appreciation of each individual's circumstances in devising output-based work arrangements;
- Daily monitoring and staff consultation via chat;
- Maintaining the boundary of personal and professional work and respecting personal time;
- Maximizing technology and courier services;
- Providing strong support for WFH arrangements of fulltime staff (regular and Non-UP Contractual); and
- Creating and maintaining new and old networks, within and outside UP Diliman.

We are privileged to be part of the solution presented by UP Diliman, and we will persevere in continuing to offer all of the services of the UPDGO throughout the pandemic and the new normal.

UPDGO Staff

Officer-in-Charge



Kristel May Gomez-Magdaraog
Officer-in-Charge
Training and Advocacy Officer

Program Officers



Ma. Stephanie Joy A. Andaya
Research and Publication Officer



Cindy Cruz-Cabrera
Gender and Development Officer



Giano Ray C. Potes
SOGIE Officer

Administrative Staff



Concepcion T. Marquina
Administrative Assistant



Wilfran Dela Paz
Administrative Aide

Counselors



Ma. Patricia Vito Cruz De Vera
Emergency Crisis Counselor



Atty. Alnie G. Foja
Legal Consultant



Donn E. Gaba
Counselor/Lecturer
Department of Psychology, CSSP



Acknowledgements

Office of the Chancellor

Office of the Vice Chancellor for Academic Affairs
Office of the Vice Chancellor for Research and Development
Office of the Vice Chancellor for Student Affairs
Office of the Vice Chancellor for Community Affairs
Office of the Vice Chancellor for Administration
Office of the Vice Chancellor for Planning and Development

UP Diliman GAD Committee / GFPS
UP System GAD Committee

DZUP

UP College of Mass Communication
UP College of Law
UP Diliman Budget Office
UP Diliman Information Office
Human Resource Development Office

All-UP Academic Employees Union
All-UP Workers Alliance
All-UP Workers Union
Congress for Teachers/Educators for Nationalism and Democracy (CONTEND) UP
Alliance of Contractual Employees in UP

Office of the President
Office of the Vice-President for Public Affairs
Center for Women's and Gender Studies (CWGS)

AND

All participating offices, organization, and performers during the following
UP Diliman Celebrations:
One Billion Rising
International Women's Day and Women's Month
Pride
International Day for the Elimination of Violence Against Women
18-Day Campaign to end Violence Against Women

Photo Credits:

University of the Philippines Diliman, Leslie Ann Corpus, Micah Marago, David Jensen Rosario, UP Association of Biology Majors

Annexes

Annex #1. Issuance of Memoranda

Through the support of the Office of the Chancellor, the following memoranda were issued:

**UNIVERSITY OF THE PHILIPPINES
DILIMAN QUEZON CITY**
VOIP TRUNKLINE: 981-8500 LOCAL: 2558, 2556
DIRECT LINE: (632) 929-5401, (632) 927-1835
FAX: (632) 928-2863
E-MAIL: chancellor.updiliman@up.edu.ph

OFFICE OF THE CHANCELLOR

16 January 2020

MEMORANDUM NO. MLT-20-023

TO : All UP Diliman Administrators, Faculty, Staff, and REPS,
University Student Council

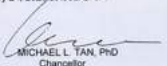
SUBJECT : Participation and Contribution of all UP Diliman Colleges/
Offices/Units in One Billion Rising (OBR) on February 14, 2020
and Women's Month 2020 in March 2020

The University of the Philippines Diliman will be celebrating **One Billion Rising (OBR) on February 14, 2020** and **Women's Month 2020 in March 2020** in solidarity with and support of the local and international campaigns on many issues affecting women such as disasters, poverty, trafficking, lifestyle changes due to the Internet of Things (IoT), cybercrime, religious fanaticism, discrimination, violence, and so much more.

In this light, all UP Diliman colleges, offices, and units are enjoined to contribute to these celebrations by initiating their own activities intended as part of this celebration. All concrete activities organized and implemented will be considered part of their participation in the OBR 2020 and Women's Month 2020 as well as Gender and Development (GAD) accomplishments of all colleges/offices/units involved. Everyone is enjoined to coordinate with the UP Diliman Gender Office to ensure inclusion of each college/offices/units' activities in the calendar of month-long Diliman-wide celebratory activities to be released at the beginning of March 2020.

All colleges/offices/units are likewise enjoined to send their GAD Committee representatives – to attend the **Preparatory Meeting for OBR 2020 and Women's Month 2020 on January 27, 2020 (Monday) from 10:00AM to 1:00PM** at the UPDGO Conference Room to discuss the theme and conduct of both celebration's activities. Do confirm your attendance on or before **January 24, 2020** at local 2467.

Thank you for your participation.


MICHAEL L. TAN, PhD
Chancellor

**UNIVERSITY OF THE PHILIPPINES
DILIMAN QUEZON CITY**
VOIP TRUNKLINE: 981-8500 LOCAL: 2558, 2556
DIRECT LINE: (632) 929-5401, (632) 927-1835
FAX: (632) 928-2863
E-MAIL: chancellor.updiliman@up.edu.ph

OFFICE OF THE CHANCELLOR

02 March 2020

MEMORANDUM NO. FRN-20-002

TO : All UP Diliman Administrators, Faculty, Staff, and REPS;
University Student Council, Students of the University of the
Philippines Diliman

SUBJECT : Official Time for the UP Diliman celebration of International
Women's Day (March 8) and other activities for Women's Month

The UP Diliman Gender Office will spearhead a program on **March 8, 2020 (Friday)** at Quezon Hall in commemoration of International Women's Day:

8:00-9:00AM Assembly at Palma Hall
March to Quezon Hall


9:00AM-12:00PM UP Diliman Program at Quezon Hall

All UP Diliman faculty, staff, REPS, and students are invited and enjoined to participate in this activity on official time.

Furthermore, everyone is also invited and enjoined to participate in the various activities detailed in the UP Diliman Women's Month Calendar (attached), to be held throughout March 2020 by different colleges and units in UP Diliman. All colleges/offices/units are encouraged to organize their own activities in contribution to this celebration.

Apart from the expression of solidarity and support, your involvement will be counted as part of each college/offices/units' accomplishment in the mainstreaming of Gender and Development in Programs, Activities, and Projects, as mandated by law.

Thank you for your participation.


FIDEL R. NEMENZO, D.Sc.
Chancellor

**UNIVERSITY OF THE PHILIPPINES
DILIMAN QUEZON CITY**
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E-MAIL: chancellor.updiliman@up.edu.ph

OFFICE OF THE CHANCELLOR

16 June 2020

MEMORANDUM NO. FRN-20-013

TO : Administrators, Faculty, Staff and REPS


SUBJECT : Participation and Contribution of all UP Diliman Colleges / Offices /
Units in the UP Diliman Pride Month 2020

The University of the Philippines Diliman will be celebrating **UP Diliman PRIDE Month 2020** (the exact dates to be determined by the UP Diliman GAD Committee Members during the Pride Preparatory Meeting on June 19, 2020) in solidarity with and support of the local and international campaigns to fight and end violence and discrimination against the LGBTQIA+ community. The UP Diliman PRIDE Month 2020 celebration is rooted in protest – ignited by the Stonewall Riots in June 1969 in New York through years of the contentious assertion of rights and personhood of the LGBTQIA+ sector the world over and in the Philippines up to the present time.

In this light, all UP Diliman colleges, offices, and units are enjoined to contribute to the UP Diliman PRIDE Month 2020 by initiating their own activities intended as part of this celebration. All concrete activities (including activities done online, in view of the global COVID-19 pandemic) organized and implemented will be considered part of their participation in the UP Diliman PRIDE Month 2020 as well as Gender and Development (GAD) accomplishments of all colleges / offices / units involved. Everyone is enjoined to coordinate with the UP Diliman Gender Office to ensure inclusion of each college / office / unit's activities in the calendar of month-long Diliman-wide celebratory activities to be released on June 2020.

All colleges / offices / units / student organizations are likewise enjoined to send their GAD Committee heads or representatives to participate in the **Preparatory Meeting for UP Diliman PRIDE Month 2020 on June 19, 2020 (Friday) from 1:00 pm to 3:00pm** via the Zoom application to discuss the theme and conduct of the Pride activities. Do confirm your attendance via UPDGO's e-mail updgo@up.edu.ph or their contact numbers 09633403602 / 09474280190.

Thank you for your participation.


FIDEL R. NEMENZO, D.Sc.
Chancellor

**UNIVERSITY OF THE PHILIPPINES
DILIMAN QUEZON CITY**
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E-MAIL: chancellor.updiliman@up.edu.ph

OFFICE OF THE CHANCELLOR

21 September 2020

MEMORANDUM NO. FRN-20-033

TO : Deans, Directors, and Heads of Units

SUBJECT : 9th UP DILIMAN GENDER AND DEVELOPMENT (GAD)
SUMMIT and the 2020 UP DILIMAN GAD COMMITTEE
PROFESSIONAL DEVELOPMENT TRAINING SERIES

The UP Diliman Gender Office will launch the **2020 UP Diliman Gender and Development Committee Professional Development Training Series** education this **October 2020** via Zoom. This will provide UPD GAD Committee members with four sessions of GAD capacity building training and to equip them for GAD Focal Point System (GFPS) work. It shall cover the following topics and activities:

- Gender Sensitivity Training (GST) for new GAD Committee members and newly constituted / revitalized / activated GAD Committees
- Advanced Gender Sensitivity Training (GST): "Sexual Orientation, Gender Identity, and Expression (SOGIE)"
- Tools for GAD Focal Point System Work: "Harmonized Gender and Development Guidelines (HGDD)" and the PCW Memorandum on the GAD Plan and Budget
- Gender and Development Education: "Living with Family Members from Vulnerable Populations in the Time of COVID-19"

To culminate the GAD Professional Training Series, the UPDGO will convene the **9th UP Diliman Gender and Development (GAD) Summit** with the theme "Implications of COVID and the New Normal on GAD Work: Approaches and Activities" in **November 2020**, via Zoom. The Summit is conducted annually with the aim of gathering the GAD committees to share their GAD work and to enhance their knowledge and skills on gender mainstreaming. Attached is the tentative program for the online summit.

Toward the fulfillment of the University's commitment to the continued capacity building of the UPD GAD FPS and the effective coordination, implementation, and preparation of the Gender and Development Accomplishment Report (GAD AR) in accordance with SECTION 37 of the MAGNA CARTA OF WOMEN Implementing Rules and Regulations, you are enjoined to ensure that your college / unit / office / department has an active GAD Committee with at least three (3) appointed members (aside from heads of units/offices/departments/colleges, who are de facto GAD Committee members).

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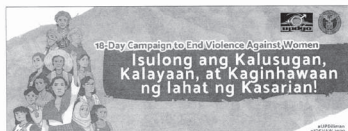
OFFICE OF THE CHANCELLOR

10 November 2020

MEMORANDUM NO. FRN-20-069

TO : Deans, Directors, and Heads of Units

SUBJECT : 18-DAY CAMPAIGN TO END VIOLENCE AGAINST WOMEN



The UP Diliman Gender Office (UPDGO) will spearhead the annual **18-Day Campaign to End Violence Against Women** in the UP Diliman campus, consistent with the Republic Act 9710, Magna Carta of Women and Republic Act 10388: An Act Declaring November 25 of Every Year as National Consciousness Day for the Elimination of Violence Against Women and Children. The UP Diliman 18-Day Campaign to End Violence Against Women will continue carrying our Women's Month theme of **KKK 2020: Isulong ang Kalusugan, Kalayaan at Kaginhawaan ng Lahat ng Kasarian!**

All units, colleges, departments and organizations are enjoined to **initiate online activities within the mentioned 18-day period** to raise awareness on **gender-based violence (or GBV) and promote educational or informative means of eliminating violence from our community**, envisioning safe spaces for all genders especially in this period of immense concern on health and well-being.

The UPDGO will lead three activities:

- Webinar on Online Gender-based Violence during the Pandemic November 25, 2020 (2:40-3:30 pm) via Zoom
With speakers from the Foundation for Media Alternatives and UPDGO
- DZUP Genderday episode on consent (via UPDGO Facebook)

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OFFICE OF THE CHANCELLOR

18 December 2020

MEMORANDUM NO. FRN-20-096

TO : Deans, Directors, and Heads of Units
Budget Officers and GAD Committee Heads

SUBJECT : SUBMISSION OF GAD ACCOMPLISHMENT REPORT WITH
EXPENSES FOR 2020 AND GAD PLAN AND BUDGET 2022


Toward the fulfillment of the University's commitment to the effective coordination, implementation, and preparation of the **2020 UP Diliman Gender and Development Accomplishment Report (UPD GAD AR 2020)** and the **2022 UP Diliman Gender and Development Plan and Budget (UPD GAD PB 2022)** as mandated by the Philippine Commission on Women, that all heads of SU/Cs are required to submit the GAD Plans and Budgets and GAD Accomplishment Reports pursuant to SECTION 37 of the MAGNA CARTA OF WOMEN Implementing Rules and Regulations, you are enjoined to accomplish the following:

- Submit the **Gender and Development Accomplishment Reports with expenses for January to December 2020** by **January 8, 2021**; and
- Submit the **Gender and Development Plan and Budget (UPD GAD PB 2022)** to ensure their GAD budget allotment by **January 15, 2021**.

Units, colleges, and offices that have already submitted GAD accomplishment contributions for the 9th GAD Summit held last Friday, December 11, 2020, need only to submit the corresponding expenses.

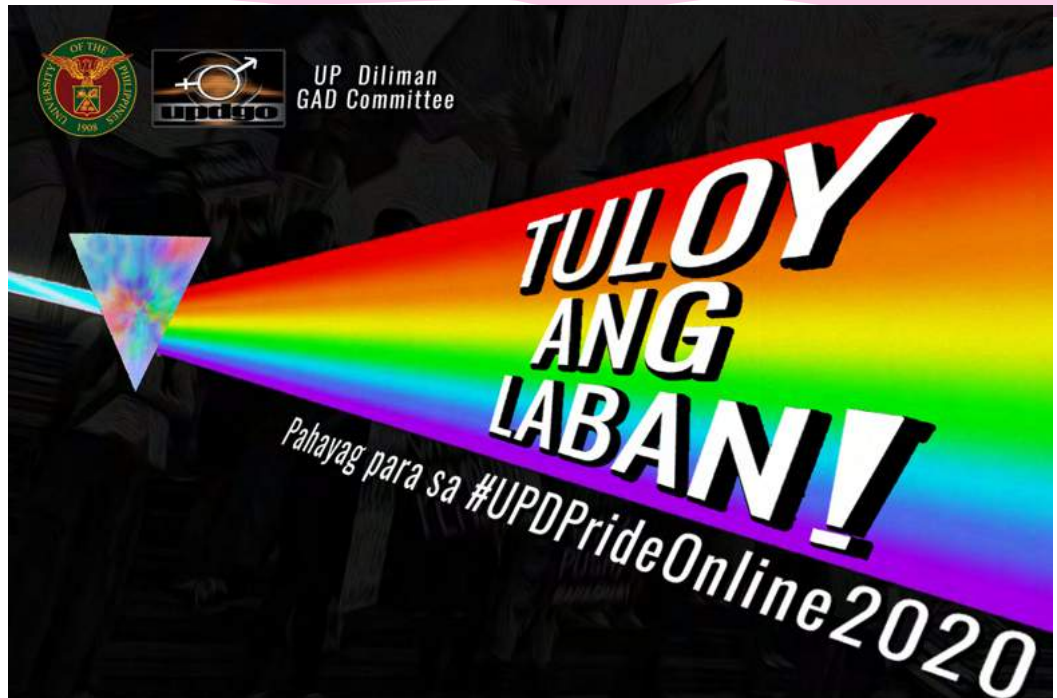
As these reports are subject to examination and audit by the **Commission on Audit (COA)**, as the attached guidelines for details.

Thank you.


FIDEL R. NEMENZO, D.Sc.
Chancellor

Attached as:

Annex #2. Advocacy Statements



TRIGGER WARNING:
May mga paksang tumutukoy sa sensitibong (at insensitibong tendensiya ukol sa) mga detalye ng rape o panggagahasa

Kahit pa "laughter is the best medicine", mas malakas pa rin sa katawanaan ang alingawngaw ng paghingi ng saklolo sa ating lipunan.

Walang nakakatawa sa panggagahasa at karahasan, lalo sa katotohanan na isang babae o muzamos ang nagiging biktima nito kada sampung minuto (Center for Women's Resources, 2020) at base pa lamang ito sa mga naiulat na kaso.

Malaking porsiyento pa rin ng kababaihan at lalalakihan ang hindi nag-uulat ng panggagahasa dulot ng takot at pagkahiya, at tumitiplo na lamang para hindi kutayin o husgahan sa kanilang naranasang krimen. Kahit sa UP Diliman, maraming dumudulong ng kanilang danas sa ganitong usapin: mula 2015 hanggang 2020, 28% sa mga kasong idinulong sa UPDGO ay sexual harassment o sexual assault, at 21% naman ay panggagahasa o tangkang panggagahasa (UPDGO, 2018).

Maringi kinokondena ng UP Diliman Gender Office ang pagbabahagi ng kasalukuyang U.P. Executive Vice President Teodoro J. Herbosa ng isang biro o meme na hindi lamang naging insensitibo sa paksang ito, nagpalaganap pa ng "gender stereotypes" sa mga mag-asawang heteroseksuwal.

Bilang isang opisyal ng pamentasan, tila lingid sa kaalaman ni EVP Herbosa na mayroon tayong U.P. Gender Guidelines at U.P. Anti-Sexual Harassment Code na laban sa pagpapalaganap ng mga insensitibong pahayag sa usapin ng kasarian at seksualidad, sa aktwal man o digital na porma.

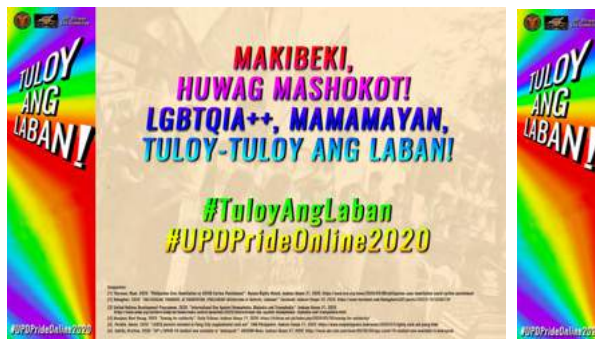
Labag din ito sa RA 9710 (Magna Carta of Women) at RA 11313 (Safe Spaces Act 2019). Ang mga ganitong pahayag ay nagpapawalang-bisa sa pagpupunyaging maisakatuparan ang malay-sa-kasarian sa usapin ng pagtuturo, pananaliksik, serbisyo publiko at adbokasiya sa loob ng Unibersidad.

Nananawagan ang aming opisina sa mga opisyal ng U.P. na maging malay sa mga isyu ng kasarian at karahasan, nanawag na ating lipunan. Sa partikular, nanawagan kami kay EVP Herbosa na itama ang kaniyang kamalian. Bukas ang aming opisina na magsagawa ng Gender Sensitivity Training na maaring maging lunsaran ng diskusyon at edukasyon sa mga paksang ito.

Mahalagang naipapamalas natin ang malay at sensitibong wika at gawi, kabilang ang pagbibiro. Obligasyon natin ito hindi lamang bilang miyembro, ngunit bilang isang mataas na opisyal ng Unibersidad ng Pilipinas.

#RapeIsNotAJoke
#SafeUP

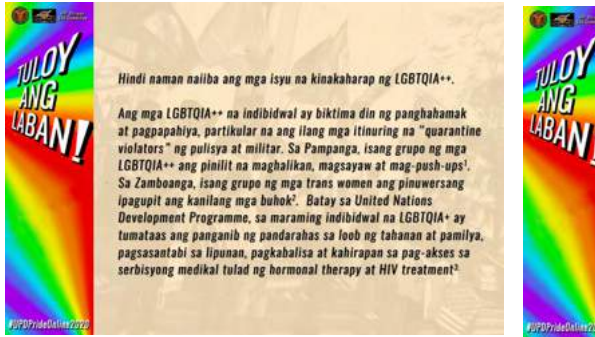
Sanggunian:
[1] <https://www.tribuneonline.org/2020/09/09/vice-president-teodoro-j-herbosa-accused-of-sexual-harassment/>
[2] <https://journal.upd.edu.ph/index.php/DEMANIS/NEWSVIEW/article/view/699>



Nakikisa ang UP Diliman GAD committee sa komunidad ng LGBTQIA++ sa pakikibaka para sa pagkakatantay-pantay at patuloy na tumitindig para sa kapakanan ng bayan. Mula sa Stonewall Riots noong 1969, hanggang sa mga isyung ating kinakaharap sa kasalukuyan,

TULOY ANG LABAN!

Nang ipataw ang lockdown noong Marso 2020, sumabay sa dagok ng pandemyang COVID-19 ang mga mapanghamak na desisyon ng gobyerno: kakulangan ng ayuda, pandarahas sa mga kababayang lumabag sa quarantine habang pinalalagpas ang mga taong nasa kapangyarihan, atake sa malayang pamamahayag, at ang pagiti ng pamahalaan na ipasa ang Anti-Terrorism Bill.



Gayunpaman, naging kabahagi ang LGBTQIA++ sa pagtaguyod ng kaligtasan sa nakaraang mga buwan. Mayroon mga grupo gaya ng Tabak Sanggre sa Tabaco, Albay na nagtabi ng mga facemask para sa kanilang barangay*; sa lokal na pamahalaan ng Pasig City, kabilang ang "LGBTQ partners na may anak" sa mga benepisaryo ng ayudang social amelioration program (o SAPI)-; ang ating pamantasan naman sa pamamagitan ng UP Resilience Institute ay lumikha sa Facebook ng "beki fanguage" na chatbot (Yani/EndCovBot) upang tumugon sa mga katanungan sa serbisyo ng pamantasan ngayong pandemya³.

Gaganapin ngayong buwan online ang mga pagdiriwang at protesta para sa Pride Month. Hinihikayat namin ang buong komunidad ng UP Diliman na maging bahagi sa pagtugon sa mga isyu at hamon, at makisasa sa umiiting na laban para sa karapatang pantao, kalayaan at pagkakatantay-pantay.

Annex #3. GBV Protocol

UPD Gender-Based Violence Referral System

Ikaw ba ay nakaranas ng sexual harassment, karahasan habang nasa isang relasyon o diskriminasyon batay sa iyong sekswalidad?

Maari niyong lapitan ang mga sumusunod na opisina.

Kinikilala namin ang limitasyon dulot ng pandemya.

Sa kabila nito, maaaring dumeretso sa mga nakasaad na mobile nos. para mag-text, tumawag, o kaya ay mag-e-mail o makipag-ugnayan sa Facebook page para sa online o telecounseling.

Makipag-ugnayan kayo sa mga sumusunod na opisina para sa counseling at/o imbestigasyon ng kaso ng **sexual harassment**.

UP Diliman Gender Office

- ✉ updgo@up.edu.ph
- 📌 UP Diliman Gender Office
- ☎ 0966-340-3602 (Globe)
- ☎ 0947-428-0190 (Smart)
- ☎ 8-926-9053 (hotline)
- ☎ 8-981-8500 loc. 2467

Office of Anti-Sexual Harassment

- ✉ oash.upd@up.edu.ph
- 📌 UP Diliman OASH
- ☎ 0966-634-7949 (Globe)
- ☎ 0961-027-7867 (Smart)
- ☎ 8-981-8500 loc. 2465/2466
- 🌐 oash.upd.edu.ph

Kung mayroong pangangailangang may kinalaman naman sa **mental health**, makipag-ugnayan sa mga sumusunod:

CSSP Department of Psychology

- ✉ uppsychdept@gmail.com
- ✉ psych@kssp.upd.edu.ph
- 🌐 psych.upd.edu.ph ☎ 8-928-2728

Office of Counseling and Guidance

- ✉ ocg.updiliman@up.edu.ph
- 📌 UP Diliman Office of Counseling and Guidance
- ☎ 8-981-8500 loc. 4502/4501

Psychserv

- ✉ psychserv.upd@up.edu.ph
- 📌 UPD Psychserv
- ☎ 0916-757-3157 (Globe)

Para sa pangangailangang may kinalaman naman sa **seguridad at usaping legal**, makipag-ugnayan sa mga sumusunod:

Public Safety and Security Office

- ✉ cso.updiliman@up.edu.ph
- ☎ 8-981-8500 loc. 8512

Brgy. UP Campus

- 📌 Barangay UP CAMPUS -Quezon City
- ☎ 0966-842-7696 (Globe)
- ☎ 0908-208-2142 (Smart)
- ☎ 8-426-9779

UP Diliman Police

- ✉ updp@upd.edu.ph 📌 UP Diliman Police
- ☎ 8-928-3615, 8-981-8500, loc. 113 (Helpdesk), loc. 4008 (Radio Room), loc. 4002 (Administrative Office)

UP College of Law

- ✉ ocs_law.upd@up.edu.ph
- ✉ llm.upd@up.edu.ph
- 📌 University of the Philippines College of Law
- ☎ 8-920-5514

Kung mayroon namang pangangailangang may kinalaman sa **kalusugan** kontakin ang:

University Health Service

- ✉ uhs.updiliman@up.edu.ph
- 📌 UP Diliman Health Service
- ☎ **Director's office:** 8-981-8500 loc. 2701
- ☎ **Public Health Unit:** 8-981-8500 loc. 2719 (Monday-Friday, 8:00 AM-5:00 PM)
- ☎ **Public Health Unit:** 0947-427-9281 (Monday-Friday, 8:00 AM-5:00 PM)
- ☎ **Emergency Room:** 8-981-8500 loc. 111 (24 hrs)

Inihanda ng UPDGO, 2020 (unang bersyon : 2020)

This block contains a collage of smaller versions of the referral system cards, showing the layout for different types of cases like sexual harassment, mental health, legal safety, and health services.

