



Republic of the Philippines  
**Department of Education**  
DIGOS CITY DIVISION

**Office of the Schools Division Superintendent**

**DIVISION MEMORANDUM**

CID-2023-093

To : CID Chief  
Education Program Supervisor Concerned (MAPEH)  
Public Schools District Supervisor (Secondary Schools)  
School Head of Digos City National High School

Attention: Annie Belen C. Abangan  
Master Teacher-I  
Digos City National High School

Subject : EMPOWERING SELF-DEFENSE TRAINING OF TRAINERS COURSE

Date : March 17, 2023

In reference to Regional Memorandum CLMD-2023-105, dated March 8, 2023, re: **Empowering Self-Defense Training of Trainers Course**, this Office directs Mrs. Annie Belen C. Abangan, Master Teacher I of Digos City National High School, to participate in the said activity on March 20-24, 2023, in Cebu Province.

The teacher-participant shall adhere to the policy on "No Disruption of Classes" as per DepEd Order No. 9, s. 2005 entitled "Institutionalizing Measures to Increase Engaged Time-on-task and Ensuring Compliance Therewith". School head involved is expected to make necessary arrangements ensuring that classes handled by Mrs. Abangan will be taken cared of by other teacher.

Food and accommodation of the participant shall be charged to Central Office while travel expenses shall be charged against School/local funds subject to the usual accounting and auditing rules and regulations.

For dissemination and compliance.

**CRISTY C. EPE**  
Schools Division Superintendent

DepEd Schools Division of Digos City  
RECORDS SECTION

**RELEASED**  
27-959TT  
DATE: MAR 24 2023 TIME: 4:18 PM

Enclosed: As stated.

CID/avb

BY: \_\_\_\_\_



Address: Roxas cor. Lopez Jaena Street, Zone II, Digos City (8002)  
Telephone Nos.: (082) 553-8375; (082) 553-8396

MEMORANDUM

Ed Schools Division of Digos ( )  
RECORDS SECTION



RECEIVED 98955  
17 MAR 2023  
DATE: \_\_\_\_\_ TIME: 11:46 am  
BY: \_\_\_\_\_

Republic of the Philippines  
**Department of Education**  
DAVAO REGION

Office of the Regional Director

**REGIONAL MEMORANDUM**  
CLMD-2023-105

To : Schools Division Superintendent  
Division of Digos City

Subject: EMPOWERING SELF-DEFENSE TRAINING OF  
TRAINERS COURSE

Date : March 8, 2023

In reference to the herein request of the GAD Secretariat, Bureau of Human Resource and Organizational Development (BHROD), Employee Welfare Division (EWD), this Office announces the conduct of Empowering **Self-Defense Training of Training Course** on March 20-24, 2023, in Cebu Province.

This Office advises Ms. Annie Belen C. Abangan of Digos City National High School, Digos City Division to attend the said activity. Participant is directed to download ESD Participants information Profile Template (Annex A) using this link: <https://bit.ly/infosheetESD>.

Food and accommodation of the participant shall be charged to Central Office while travel expenses shall be charged against local funds subject to the usual accounting and auditing rules and regulations.

Other details of the above information are in the enclosures.

Immediate dissemination of this Memorandum is desired.

**ALLAN G. FARIASO**  
Director IV

DEPARTMENT OF EDUCATION ROXAS  
RECORDS SECTION  
**RELEASED**

ROC3/jdc

BY: \_\_\_\_\_  
Date: 3/9/23 Time: 16:59



Address: F. Torres St., Davao City (8000)  
Telephone Nos.: (082) 291-1665; (082) 221-6147

ISO 9001:2015- Certified





Republika ng Pilipinas

## Department of Education

OFFICE OF THE UNDERSECRETARY

HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

**MEMORANDUM**

**DM-HROD-2022-\_\_\_\_\_**

**TO :** Regional Directors  
Schools Division Superintendent  
All Others Concerned

**FROM :** **GLORIA JUMAMIL-MERCADO**  
Undersecretary  
Human Resource and Organizational Development,  
National Educators' Academy of the Philippines, and  
DepEd Employees' Associations and Coordinating Office

**SUBJECT :** **EMPOWERMENT SELF-DEFENSE TRAINING OF TRAINERS**

**DATE :** August 09, 2022

Gender-based sexual harassment can be experienced anywhere, be it in public spaces, offices, or educational institutions. Likewise, the Republic Act No. 11313 "An Act Defining Gender-Based Sexual Harassment in Streets, Public Spaces, Online, Workplaces, Educational or Training Institutions, Providing Protective measures and Prescribing Penalties Therefor," otherwise known as the "Safe Spaces Act" is a more comprehensive act that creates a more comprehensive coverage of gender-based sexual harassment in any space, including the online space.

As set out in the DepEd Order No. 32, series of 2017 or the Gender-Responsive Basic Education Policy in line with its Gender and Development (GAD) mandate as stipulated in the 1987 Philippine Constitution, Republic Act (RA) No. 9710 or the Magna Carta of Women (MCW), RA 10533 or the Enhanced Basic Education Act of 2013, and the Philippines' International Human Rights Commitments to the Universal Declaration of Human Rights (UDHR), Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), among others, the Department of Education commits integrating the principles of gender equality, gender equity, gender sensitivity, non-discrimination, and human rights, in the provision and governance of basic education.

Given this, the Bureau of Human Resource and Organizational Development through the Employee Welfare Division (BHROD-EWD) GAD Secretariat in coordination with the ESD Global Asia Pacific will be implementing a training course on, "*Empowerment Self-Defense Training of Trainers*". This is in recognition of the need to build competencies of the DepEd personnel to be equipped with the concepts, knowledge, and skills to gain insight into how the ESD methodology can be integrated into the classroom. The course shall commence from



23-27, August 2022 (inclusive of travel time) in Cebu. Exact location will be communicated to the confirmed participants once finalized.

#### **Target/Participants**

This course is designed to create a pool of trainers who will provide training and coaching assistance to their respective personnel and learners. Below are the guidelines for the nomination of the participant/s:

1. Each Regional Office shall nominate only one (1) participant (either from the Regional Office, SDO, or School) using the ESD Participant's Information Profile Template (Annex A) or download it using this link: <https://bit.ly/infosheetESD> on or before August 15, 2022;
2. The nominated participant/s shall wait for the confirmation email by the BHROD-EWD GAD Unit upon the completion of pre-work activities;
3. The nominated participant/s shall or at least have the following:
  - a. Already have some knowledge and insight into Gender-Based Violence (GBV)
  - b. Have the disposition to collaborate in decision-making and problem-solving situations
  - c. Have experience in public speaking, facilitating, and/or teaching and is comfortable in physical expression
  - d. Currently involved in community organizations on a local and regional level
  - e. Open to doing collaborative work, have tools to process and deal with trauma (theirs and others)
  - f. Believe in community and participatory-based practices
4. Due to the physical demand of the training course, participant/s must be physically fit to perform the tasks and activities.

The trained participants are expected to re-echo the training content and will be the recipients of the series of training related to ESD – including the coaching and mentoring online.

#### **Notations:**

1. Funds have been downloaded to the Region VII to cover the board and lodging expenses of participants, Central Office (CO) and resource speakers/facilitators.
2. Travel expenses of participants shall be charged against their respective local funds.
3. All expenses of CO facilitators and staff shall be charged against CO Funds; and
4. All expenses are subject to existing accounting and auditing rules and regulations.

Enclosed are the program briefer and the participant's information profile template for the said training.

Should you have immediate queries, if any, please contact the DepEd Central Office BHROD-EWD Mr. Ryan Ray D. Limos through telephone numbers at (02) 8633-7229/(02) 8635-3760 or via email at [gfps.secretariat@deped.gov.ph](mailto:gfps.secretariat@deped.gov.ph).

For your information and appropriate action. Thank you.

[BHROD-EWD/Limos]





Republic of the Philippines  
**Department of Education**

**BUREAU OF HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT**

**EMPLOYEE WELFARE DIVISION**

**EMPOWERING SELF-DEFENSE TRAINING OF TRAINERS COURSE**

August 23-27, 2022 | Cebu

**PERSONAL INFORMATION**

Name : \_\_\_\_\_  
First Name M.I. Surname

Nickname : \_\_\_\_\_

Date of Birth : \_\_\_\_\_ Sex : \_\_\_\_\_

Age : \_\_\_\_\_ Religion : \_\_\_\_\_

Position : \_\_\_\_\_ Mobile Phone : \_\_\_\_\_

Designation : \_\_\_\_\_ Office Phone : \_\_\_\_\_

Agency/ Office : \_\_\_\_\_ E-mail Address : \_\_\_\_\_

Office Address : \_\_\_\_\_

**EDUCATIONAL ATTAINMENT**

Post Graduate Degree/ Course : \_\_\_\_\_ Year Taken : \_\_\_\_\_

College Degree/ Course : \_\_\_\_\_ Year Taken : \_\_\_\_\_

Vocational/Technical Course : \_\_\_\_\_ Year Taken : \_\_\_\_\_

**RECENT RELEVANT TRAININGS/ SEMINARS ATTENDED**

Name of Trainings/Seminars	Date Conducted	Organizing Agency
_____	_____	_____
_____	_____	_____
_____	_____	_____

**In case of emergency, please notify:**

Name : \_\_\_\_\_ Relationship : \_\_\_\_\_

Address : \_\_\_\_\_ Phone No. : \_\_\_\_\_

Dietary Restrictions : \_\_\_\_\_

\_\_\_\_\_  
Signature Date

Once accomplished kindly return to the BHRD-EWD GAD Unit on or before August 15, 2022 at [gfps.secretariat@deped.gov.ph](mailto:gfps.secretariat@deped.gov.ph). Thank you.





Republic of the Philippines

## Department of Education

BUREAU OF HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

*Employee Welfare Division*

### TRAINING PROGRAM DESIGN BRIEF

TRAINING PROGRAM TITLE	EMPOWERMENT SELF DEFENSE TRAINING OF TRAINERS COURSE
TRAINING PROGRAM OBJECTIVES	<p>This course aims to provide a deeper understanding of the ESD methodology through our own experiences and is committed to achieving success through Three Core Pillars:</p> <p><b>Accessibility</b></p> <ol style="list-style-type: none"><li>1. Accessibility to ESD training programs regardless of someone's age, physical ability, gender identity, sexual orientation, race, religious beliefs, socio-economic or immigration status is core to our mission.</li><li>2. The violence prevention strategies being taught are immediately applicable and designed to be learned in a short period of time.</li><li>3. With more than 6,500 people trained (in person and online), representing 41 countries, ESD training is globally accessible.</li></ol> <p><b>Evidence-Based Research</b></p> <ol style="list-style-type: none"><li>1. Decades of a study conducted by researchers, martial artists, self-defense practitioners, social workers, gender specialists, and psychologists inform the ESD-centric training approach.</li><li>2. Evidence-based violence intervention model addresses the interpersonal violence experienced by communities where it is prevalent.</li><li>3. Continued study of ESD's efficacy informs the development, adaptation, and application of the violence prevention strategies being taught.</li></ol> <p><b>Global Reach, Local Trainers</b></p> <ol style="list-style-type: none"><li>1. The train-the-trainers approach maximizes impact by empowering the growth of ESD worldwide.</li><li>2. Focus on training trainers in communities to make it relevant to where participants live and work</li><li>3. Leverage peer support to help individuals discover their power, face their fears and heal from violence</li></ol>



<p><b>LEARNING PLAN</b></p>	<p>The following transversal skills will be taken into consideration throughout the training and teaching of activities:</p> <ol style="list-style-type: none"> <li>1. Nuances between age groups</li> <li>2. Gender sensitivity</li> <li>3. Culturally appropriate</li> <li>4. Trauma-informed practices</li> </ol> <p>ESD Training outcomes:</p> <ul style="list-style-type: none"> <li>• A 50% less likelihood of rape, victimization, or attack of any sort.</li> <li>• Less likelihood of experiencing depression and alcohol abuse.</li> <li>• 46% less likely to leave school without finishing.</li> <li>• 52% have used skills to stop an assault on another person</li> </ul>
<p><b>TRAINING PROGRAM BENEFICIARIES/ PARTICIPANTS</b></p>	<p>This course is designed to create a pool of trainers who will provide training and coaching assistance to their respective personnel and learners.</p> <p>This activity involves the following participants:</p> <ul style="list-style-type: none"> <li>• (16) Regional Representatives</li> <li>• (1) Regional Partner (SDO-Cebu)</li> <li>• (8) DepEd Central Office Representatives and Support Staff</li> <li>• (4) ESD Global (Resource Persons)</li> </ul> <p>The trained participants are expected to re-echo the training content and will be the recipients of the series of training related to ESD – including the coaching and mentoring online.</p>
<p><b>IMPLEMENTATION STRATEGIES</b></p>	<p>ESD focuses first on the adage: the best conflict is one avoided, thus recognizing potential conflict and de-escalating are key tools. ESD's physical training techniques are based on effective, easy-to-learn, remember and apply techniques that are researched to be used in typical everyday situations. The holistic method of self-defense is predicated on using a method of layering or procedural memory, leading through success, framing challenging situations in the positive, and emphasizing the physical experience as opposed to overanalyzing a situation. We will also look at the common myths around physical self-defense eliminating traditional beliefs that disempower the individual and on the contrary, gives power to the assailant. ESD, while taught to individuals includes community building and advocacy as a pillar of its teaching.</p> <p>The TOT course will have a 3-level approach to learning the ESD and IMPACT methodology. The key concepts are divided into 3 levels: Level A, B, and C, each comprising of three (3)-day, 8-hour training programs with a combination of ESD and IMPACT Personal Safety training which will be facilitated by the ESD Global Asia Pacific.</p>



	<p>Key Concepts Taught in Level 1A:</p> <ul style="list-style-type: none"> <li>● ESD Theoretical Knowledge</li> <li>● A deeper understanding of the ESD methodology through our own experiences</li> <li>● Awareness and situational assessment of a given moment</li> <li>● The 5 Principles of ESD</li> <li>● Boundary setting through games and exercises</li> <li>● Emphasize the principle 'Tell'.</li> <li>● Introduce the basics and emphasize the principles</li> <li>● 'Fight' with a mild undertone. Introduce IMPACT Methodology</li> </ul>		
<b>PROGRAM FLOW</b>	<b>Date and Time</b>	<b>Activity</b>	<b>Responsible Person/Remarks</b>
	DAY 0 – August 23, 2022		
	2:00 PM	Arrival/Check-in/Registration	EWD
	7:00 PM	Welcome Dinner and Opening Program	EWD
	DAY 1 – August 24, 2022		
	6:00 – 8:00 am	Breakfast	
	8:00 am – 12:00 pm	Plenary Session	ESD
	12:00 – 1:00 pm	Lunch	
	1:00 – 5:00 pm	Plenary Session	ESD
	6:00 pm	Dinner	
	DAY 2 – August 25, 2022		
	6:00 – 8:00 am	Breakfast	
	8:00 am – 12:00 pm	Plenary Session	ESD
	12:00 – 1:00 pm	Lunch	
	1:00 – 5:00 pm	Plenary Session	ESD
	6:00 pm	Dinner	
	DAY 3 – August 26, 2022		
	6:00 – 8:00 am	Breakfast	
	8:00 am – 12:00 pm	Plenary Session	ESD
	12:00 – 1:00 pm	Lunch	
1:00 – 5:00 pm	Plenary Session	ESD	
DAY 4 – August 27, 2022			
6:00 am – 12:00 pm	Breakfast/ Departure/ Check-out/ Lunch		



3/6/23, 11:59 AM

Department of Education Mail - ESD Training (INFORMATION SHEET)



DepEd XI Davao Region <region11@deped.gov.ph>

---

**ESD Training (INFORMATION SHEET)**

2 messages

**GAD Focal Point System Secretariat** <gfps.secretariat@deped.gov.ph>

Thu, Mar 2, 2023 at 9:21 AM

To: Department of Education Region 10 <region10@deped.gov.ph>, region11@deped.gov.ph, region12@deped.gov.ph, caraga@deped.gov.ph

Good Day,

We will be requesting one participant per Regional Office for the Empowerment Self-Defense (ESD) training of trainers which will be held on March 20-24, 2023 in Cebu Province.

Initially, this activity was set for August 23-27, 2022 however due to the opening of classes, it was halted.

Kindly submit the information sheet on or before March 3, 2023.

Thank you so much!

Best,

**GAD Secretariat**

Bureau of Human Resource and Organizational Development (BHRDD)

Employee Welfare Division (EWD)

| Department of Education - Central Office

| phone: (02) 8633-7229 / (02) 8635-3760

| email: gfps.secretariat@deped.gov.ph



Please consider your environmental responsibility. Before printing this e-mail message, ask yourself whether you really need a hard copy.

---

**IMPORTANT:** The contents of this email and any attachments are confidential. They are intended for the named recipient(s) only. If you have received this email by mistake, please notify the sender immediately and do not disclose the contents to anyone or make copies thereof.

---

*This communication may contain confidential or privileged information, and is intended solely for the individual or entity to whom it is originally addressed. Any disclosure, copying, dissemination, or any action taken in reliance to it by others, other than the intended recipient, is strictly prohibited. The opinions, conclusions, and statements expressed in this message are those of the sender and may not necessarily reflect the views of the Department of Education.*

---

**Information Sheet\_ESD.pdf**  
89K

---

**DepEd XI Davao Region** <region11@deped.gov.ph>

Thu, Mar 2, 2023 at 9:54 AM

To: GAD Focal Point System Secretariat <gfps.secretariat@deped.gov.ph>

Acknowledged. Thank You.

[Quoted text hidden]





Republic of the Philippines

Department of Education

BUREAU OF HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

EMPLOYEE WELFARE DIVISION

EMPOWERING SELF-DEFENSE TRAINING OF TRAINERS COURSE

March 6-10, 2023 | Cebu

PERSONAL INFORMATION

Name : \_\_\_\_\_ Nickname : \_\_\_\_\_  
First Name M.I. Surname

Date of Birth : \_\_\_\_\_ Sex : \_\_\_\_\_

Age : \_\_\_\_\_ Religion : \_\_\_\_\_

Position : \_\_\_\_\_ Mobile Phone : \_\_\_\_\_

Designation : \_\_\_\_\_ Office Phone : \_\_\_\_\_

Agency/ Office : \_\_\_\_\_ E-mail Address : \_\_\_\_\_

Office Address : \_\_\_\_\_

EDUCATIONAL ATTAINMENT

Post Graduate Degree/ Course : \_\_\_\_\_

College Degree/ Course : \_\_\_\_\_

Vocational/Technical Course : \_\_\_\_\_

RECENT RELEVANT TRAININGS/ SEMINARS ATTENDED

Name of Trainings/Seminars	Date Conducted	Organizing Agency
_____	_____	_____
_____	_____	_____
_____	_____	_____

**In case of emergency, please notify:**

Name : \_\_\_\_\_

Address : \_\_\_\_\_

Dietary Restrictions : \_\_\_\_\_

\_\_\_\_\_  
Signature Date

Once accomplished kindly return to the BHROD-EWD GAD Unit on or before March 1, 2023 at [gfps.secretariat@deped.gov.ph](mailto:gfps.secretariat@deped.gov.ph). Thank you.