



Republika ng Pilipinas
Kagawaran ng Edukasyon
REHIYON V (BIKOL)

TANGGAPANG PANSANGAY NG MGA PAARALAN NG CATANDUANES

June 3, 2025

DIVISION MEMORANDUM

No: 493, s. 2025

INSTITUTIONALIZATION OF "MX." AS ONE OF DEPED REGION V HONORIFIC TERMS

To: Assistant Schools Division Superintendent
Division Chiefs
Public Schools District Supervisors and In-Charge of the Districts
Elementary and Secondary School Heads
Public Elementary and Secondary School Teachers
All Others Concerned

1. In line with the commitment of fostering an inclusive and respectful environment for all individuals, the Department of Education Regional Office V hereby institutionalizes the use of "Mx." as an honorific, being a gender-neutral option, alongside the traditional honorifics such as "Mr." "Mrs." and "Mrs." in all governance levels in the Region.

2. The use of the term "Mx." is anchored in the principles of the 1987 Philippine Constitution and the Magna Carta of Women, both of which advocate for gender equality and respect for diverse identities. These policies recognize that language plays a powerful role in either including or excluding people, and therefore, it should be used in ways that affirm all gender identities.

3. The Magna Carta calls for the elimination of discrimination against women and supports efforts to promote gender sensitivity and exclusivity in every part of society. In the same way, the Civil Service Commission issued Memorandum Circular No. 12, series of 2005, highlighting Resolution No. 050433 dated March 30, 2005. This resolution encourages government officials and employees to adopt non-sexist language in all official documents, communications, and issuance.

4. As mentioned in the Supreme Court Style book under Employing Inclusive Language, particularly under 4.3.3. Honorifics, professions, occupations and roles:

When the gender identity or sexual orientation of the person is irrelevant, omit the reference. Use gender-neutral terms when describing occupations.

For honorifics, "Mx." has been adopted by Merriam-Webster Dictionary as a gender-neutral title. This is used for those 'who do not identify as being of a particular gender or for people who simply don't want to be identified by gender.



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5. The honorific “Mx.” is used to recognize and respect the diverse gender identities of both DepEd personnel and learners. By using “Mx.” instead of assuming someone’s gender based on their name or appearance, we help create a more inclusive and respectful environment for everyone.
6. In this connection, all personnel in DepEd Region V are instructed to use the honorific “Mx.” in applicable situations such as during training, learning and development activities, documentations, and both formal and informal proceedings as part of our commitment to gender inclusivity and respect for diverse identities.
7. Immediate dissemination of and compliance with this memorandum is desired.

By Authority of the OIC – Schools Division Superintendent:

DELFIN A. BONDAD
Public Schools District Supervisor
Officer-In-Charge
Assistant Schools Division Superintendent



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