



SUSTAINABLE  
DEVELOPMENT GOALS

# 10 REDUCED INEQUALITIES



## 2022 REPORT

10 REDUCED INEQUALITIES



REDUCE INEQUALITY WITHIN AND AMONG COUNTRIES



**28** ACCREDITED ORGANIZATION

STUDENT GOVERNANCE

Reiteration of

**RA 7722**

CMD No. 63, Series of 2017

Students with Special Needs and Differently abled Individuals



**2022 18-Day Campaign** to End Violence against Women  
**VAW-Free PHILIPPINES**

Promoting Women's Economic Empowerment in Mountain Province

**80** Participants

POST-PARTUM DEPRESSION AWARENESS SEMINAR

Gender-based Violence & Gender Only



**88**

Faculty Members RECLASSIFIED

The Mountain Province State Polytechnic College (MPSPC) is a pioneer of inclusivity and equality in education. This premier state college not only caters to the educational needs of its diverse student body from Mountain Province but extends its arms to neighboring provinces like Benguet, Ilocos Sur, Ifugao, and Kalinga, among others. The college stands as a testament to its commitment to reducing inequalities and ensuring that no one is left behind in the pursuit of education. In a landscape where diversity is the norm, the college acknowledges the vital role it plays in cultivating a school environment characterized by equity and equal opportunities for all.

Following the thrust that it espouses, the Mountain Province State Polytechnic College proudly embraces inclusivity in its student body by welcoming individuals regardless of their gender, age, economic status, religious affiliation, cultural values, attitudes, ability, and sociopolitical conviction. To translate its commitment into action, the College implements a wide range of policies aimed at addressing various issues and concerns related to equity and diversity. These policies are clearly articulated in various manuals approved by its Governing Board. These manuals include, among others, the College Code, Registrar's Manual, Student Handbook, Merit System and Promotion for Personnel Manual, IRR on Sexual Harassment MPSPC 2018. The College has also an established grievance machinery responsible for addressing issues and conflicts that inevitably arise among the personnel. These policies and guidelines ensure transparency and equity, and provide a clear roadmap for students, faculty, and staff that nurtures equity and social justice in the workplace.

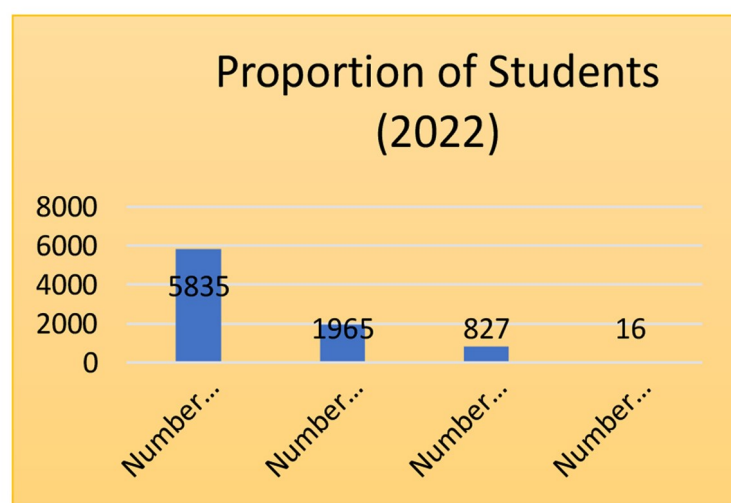
Crucial to the success of these initiatives is the monitoring process facilitated by dedicated personnel in the College's support services. The Student Services and Development Office (SSDO) is one of the main arms of the College that provides a wide array of services that ensure the welfare of the students. The SSDO has sub-units like the Guidance Office, Scholarships and Grants Office, Student Internship, among others, that are responsible in rendering proactive services that promote student welfare while they are in the College. Other units that regularly collaborate with the SSDO are the Gender and Development Office, Legal Affairs Office, and the Health Services Unit, among others, that help track the efficacy of implementation of existing policies and identify areas for improvement. This multidimensional approach to student welfare and services allows the College to address inequalities comprehensively, thus fostering an environment where everyone feels valued and supported.

## MEASURES AGAINST DISCRIMINATION TO REDUCE INEQUALITIES

### A | Open Admission Policy

One of the key pillars of the college's commitment to inclusivity lies in its open admission policies. The Admission Policy section of the Student Manual (p. 38) provides the following: (1) A student shall be accepted regardless of age, sex, nationality, religious belief, socioeconomic status political affiliations; (2) A student must be a graduate of recognized secondary schools; (3) A student must pass the scholastic Aptitude test and take career preference inventory at the Guidance Office; and (4) A student must meet all the prescribed admission requirements of the college.

In the year 2022, the College successfully provided quality education to a total of 5,835 students across various courses. Among them, 33.67% are starting on their academic journey towards a degree, with 14.17% being first-generation students. Additionally, the College actively supported 16 students with disabilities through responsive and structured interventions that guided them and their instructors toward inclusive teaching and learning.



Ensuring inclusivity, the College guarantees that facilities are accessible to these individuals with disabilities while offering access schemes including counseling, scholarships, and other services tailored to their specific needs. In the realm of service, the College stands firm on its dedication to quality by maintaining priority lanes and adhering to a "no noon break policy," ensuring accessibility for all customers.

## **B** | Collaboration with Accredited Student Organizations

Aside from the different offices that work collaboratively to track the effectiveness of existing policies and identify areas for improvement, the College recognizes the right of students to form, establish, join, and participate in organizations and societies recognized by the school to foster their intellectual, cultural, spiritual and physical growth and development not contrary to law. Aligned to its thrust of providing students a platform to hone their leadership skills and managerial abilities, the College sustains implementation of policies on accrediting and recognizing student organizations. These student organizations have their respective mandates of proving learning outside the four walls of the classroom. The ability to organize legitimate activities that transcend the College's borders and are transmitted to the wider community is enhanced among student leaders and their organizations. The divergent nature of student organizations covers academic, cultural, athletic, geographical, extracurricular (e.g., campus journalism, sports, or religious) engagements that do not only nurture students' holistic development but also foster their socio-civic consciousness as citizens toward becoming responsible community members.

Student organizations play a crucial role in promoting a culture of inclusivity on campus. MPSPC collaborates with various student groups to organize events, discussions/conversations, and initiatives that address discrimination and promote equity and unity. This partnership allows the College to harness the energy and passion of its students in the fight against discrimination. The student organizations' collaborative activities also bridge sociocultural gaps by providing common grounds for conversations on cultural differences, sexual preference, talents, and abilities. These discussions put to the fore of the discourse one common vision that benefits the College in general and the students in particular.

In 2022, 28 student organizations were accredited. The accreditation of student organizations follows a process of evaluation facilitated by the Office of the Coordinator for Student Organizations under the SSDO. The process provides a set of requirements that these organizations need to comply. A set of criteria to evaluate their activities and compliance to the requirements is also in place. Thus, student organizations in MPSPC are not only formed for the mere objective of providing students a support group, but more importantly, to contribute to the mandates of the College in terms of student welfare. These accredited student organizations played a key role in the realization of MPSPC's vision, mission, goals, and thrusts through their various activities and engagements that buttressed the accomplishment of set targets. Through these activities, student organizations were able to create a more inclusive, empathetic, and supportive college environment, nurturing a community where everyone feels valued and represented.



## Induction of Officers

Student Leaders from Bontoc and Tadian Campus take their oath as officers of their respective organizations. Hon. Maximo Y. Dalog Jr. stated on his message that student leaders must walk their talk as they may play a major role in the attaining the MPSPC'S Vision, Mission, Goals and Objectives.



## Lantern Festival - Parade and Motorcade

After two years of not staging one because of the pandemic, MPSPC finally held its annual Lantern Festival on December 16, 2022.



## Student Leaders Capability Building Series 2022

SSC Bontoc Campus facilitated Crash Course (12/14-15/2022-)



## Lantern Festival - Search for Lantern King



## C | Policy on Students with Special Needs

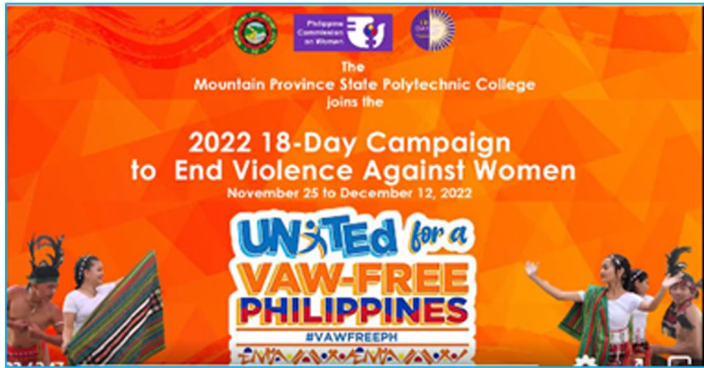
The College recognizes the rights and privileges of the Students with Special Needs (SWSNs) and or Differently Abled Individual. SWSNs and Differently Abled Individuals are part of the Philippine Society, thus, learning institutions like MPSPC gives full support to the improvement of the total well-being of SWSNs and Differently Abled Individuals and their integration into the mainstream society (RA 7722, CMO No. 63 Series of 2017).



Three students with Special Needs from the Information Technology Department were able to share their knowledge and skills on sign language during the "Sign Language Training towards Inclusivity"

## D | Awareness Campaigns

MPSPC participated in the observance of the 18-Day Campaign to End Violence Against Women from November 25 to December 12, 2022. In accordance with the campaign's objectives to raise people's awareness on the various forms of violence that women and girls experience, the MPSPC GAD Office organized activities for College personnel, students, and other stakeholders.



Also, in view of the month-long celebration of the 2022 International Women's Month, the Gender and Development Unit conducted a Post-Partum Depression Awareness Seminar on March 28, 2022. The seminar aimed to help address one of the most complex mental health concerns among mothers and their partners after childbirth. The activity was participated by mothers, employees, young leaders, barangay health workers, and students from Mountain Province.

## E | Job Fair in Collaboration with Other Government and Private Agencies

In celebration of its 53rd Founding Anniversary, MPSPC hosted a two-day job fair at the Provincial Plaza on April 19-20, 2022 which was participated by all interested individuals.



## F | Revised Policies in Merit Promotion Plan (Faculty Manual, p.100)

As per CSC Resolution No. 010114 January 10, 2001, the Commission hence adopts the following revised policies on Merit Promotion Plan. These policies, developed and revised in consultation with the different sectors of the government are as follows:

» Selection of employees for appointment in the government service shall be open to all qualified men and women according to the principle of merit and fitness. There shall be equal employment opportunity for men and women at all levels of position in the agency, provided they meet the minimum requirements of the position to be filled; and

» The Merit Promotion Plan shall cover positions in the first, second and third level, and also include original appointments and other related personnel actions. There shall be no discrimination in the selection of employees on account of gender status, disability, religion, ethnicity, or political affiliation.

As a realization of the policy, eighty-eight (88) faculty members of MPSPC were reclassified in their respective academic ranks via NBC 461-8th Cycle effective October 19, 2022. During the Monday flag ceremony, Dr. Edgar G. Cue, College President, administered their oath of office, and was followed by the signing of their documents on their reclassification. Twelve (12) were reclassified as Professors, 24 as Associate Professors, 43 as Assistant Professors, and 9 as Instructor II and III.



MPSPC's multifaceted approach to combat discrimination and reduce inequality underlines its unwavering dedication to fostering an inclusive and respectful community. Through a combination of comprehensive policies, awareness campaigns, support services, diverse representation, staff empowerment, and the integration of an engaging job fair, MPSPC actively shapes a campus culture that not only acknowledges but truly values and celebrates diversity in all its forms.