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**2ND EQUAL OPPORTUNITIES
CONFERENCE IN "COMMUNITY
AND EDUCATION"**

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His Royal Highness
Prince Khalifa Bin Salman Al Khalifa
The Prime Minister



His Majesty
King Hamad Bin Isa Al Khalifa
The King of the Kingdom of Bahrain



His Royal Highness
Prince Salman Bin Hamad Al Khalifa
The Crown Prince,
Deputy Supreme Commander
and First Deputy Prime Minister



ABOUT THE CONFERENCE

The Kingdom of Bahrain is at the forefront of Equal Opportunities in several aspects of society when compared to other countries. The 2nd Conference on Equal Opportunities in “Community and Education” is jointly organised under the patronage of His Excellency Dr Majid bin Ali Al Naimi the Minister of Education and Chairman of of the Higher Education Council by Ahlia University and Brunel University London. The conference is intended to consolidate current successes as well as forging forward with the equal opportunity agenda in Bahrain. UK based experts and Bahraini leading government and private sector organisations will give presentations on key challenges and solutions for instilling a culture of equal opportunities on the first day of the conference. The second day will offer practical workshops based on new methods and cutting-edge visual research and the importance of confidence building for women. Finally, we hope that you will find the conference beneficial and that you will be able to take away a number of methods that will help in enhancing your equal opportunities effort.

ORGANISING COMMITTEE

AHLIA UNIVERSITY

DR. DALIA M. KAMEL
DR. THAIRA M. AL SHIRAWI
MR. ODAY AL HUBAIL
MS. TASNEEM ALHADDAD
MS. HESSA ALDHAEN

BRUNEL UNIVERSITY LONDON

DR. TILLAL ELDABI
DR. MARY RICHARDS

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**PROF. ABDULLA Y.
AL HAWAJ**

Founding President &
Chairman of Board of
Trustees

Ahlia University

WELCOME MESSAGE FROM THE FOUNDING PRESIDENT & CHAIRMAN OF BOARD OF TRUSTEES

It gives me great pleasure to announce that we are holding the second conference on Equal Opportunities in “Community and Education”. We are delighted to have this conference under the patronage of His Excellency Dr. Majid bin Ali Al Naimi the Minister of Education and Chairman of the Higher Education Council, in recognition of the vital role it plays in the stimulation and development of communities and organisations that tackle and drive some of society’s most important social causes: Women empowerment.

This conference, which is organised jointly by Ahlia University and Brunel University London, is inspired by our mission to move forward the frontiers of human knowledge and elevate the social and living standards of the society. It is a demonstration of our core values in action, and our commitment to scholarship across various academic fields and disciplines.

The theme “Community and Education” was carefully selected as it goes to the heart of one of the contemporary most important goals, namely women empowerment and female participation in human capital development. Promoting equal opportunity has far-reaching consequences and effects on all aspects of society, whether economic, social or otherwise.

We are proud of, and encouraged by, the participation of the Supreme Council for Women under the leadership and guidance of H.R.H. Princess Sabeeka Bint Ibrahim Al Khalifa. The Kingdom of Bahrain has always been a leader in equality between men and women. We, therefore, wish to reflect on the good practice in Bahrain using some of the latest scholarly methods. The conference includes empirical studies about Community and Education in Bahrain, in addition to a set of workshops cutting-edge methods in the field.

Finally, I offer my thanks to all the contributors of the conference and to our distinguished guests, and would like to offer my sincere gratitude to the organising committee who made this conference a success.



MARIANN RAND

The Vice Provost (Education)
Brunel University London

WELCOME MESSAGE FROM THE VICE PROVOST (EDUCATION)

I am pleased that this conference is taken place for the second year running. It represents a real opportunity for increased exchange and dialogue between our two universities and countries. The scope of the event is deliberately ambitious and will showcase a range of current and innovative approaches to research.

The interactive dimensions of the Conference will ensure that you are not just passive recipients of ideas and approaches, but that you have a chance to practically engage, interrogate and reflect upon different concepts and alternative disciplinary perspectives. Many of these you may not have encountered before. I hope that you will leave this Conference invigorated and inspired to do something different, or look at your research in a different way.

This is both an exciting and challenging prospect but one that we all, with a decade of partnership behind us, enter into, in the spirit of mutual respect, scholarship and a desire to learn from each other. I hope that this will open up new collaborations between our universities.

It is a sign of the depth of our collaboration that both universities have worked well together to make this project not just happen, but make it part of the annual calendar of events. I would like to thank the organising committee for providing the leadership and vision, all the participants for their open-minded engagement and curiosity to find out more, and the excellent administrative support provided by both institutions.



PROF. MANSOOR ALAALI

President

Ahlia University

INTRODUCTION FROM AHLIA UNIVERSITY

I am glad to introduce the second Conference on Equal Opportunity with particular focus on Education as yet another research landmark of our collaboration with Brunel University London, and as a demonstration of Ahlia's strive to build a solid research foundation for important issues in our country and society.

This event provides an enriching space for the discussion of academic ideas, allowing for cross-discipline interaction and perhaps creating new areas of research and collaboration. It contributes to the development of our researchers by enriching their thoughts and giving them new avenues for scholarly production. On a wider scale, this event contributes to our goal in enriching and developing our society in line with Bahrain 2030 future vision.

We are glad to see that we have a strong presence by our partners from Brunel University London through their contribution to this event by providing high class conference on new methods on equality in education and the society as a whole. Therefore, I urge all colleagues who are researching and practicing in relevant fields to attend these workshops in order to equip themselves with these new methods.

Finally, I want to thank all the participants in the conference for their contributions and also to congratulate the Organising Committee for their hard work in planning and running this amazing event.



PROF. MARY RICHARDS

Programme Director BACs
Global Challenges
Brunel University London

INTRODUCTION FROM BRUNEL UNIVERSITY LONDON

In recognition of ten years of successful partnership with Ahlia University on a doctoral programme where 48% of students are women, Brunel University in collaboration with Ahlia University, decided to explore ways to encourage the examination of a wider range of disciplinary perspectives beyond the dominant foci on Business and Economics. This led to the inauguration of the first gender focussed research conference in November 2017, where speakers from Law, Education and Sociology were invited to Bahrain to contribute and open up a dialogue with Ahlia University students and staff on a range of research topics. For this occasion, the partnership invited a representative from the Supreme Council for Women (SCW) to give a keynote because of the SCW's reputation as an organisation keen to promote greater gender equality. As a result of this first event and the Supreme Council for Women's expressed interest in engaging in a dialogue about UK Higher Education's equality agenda, we decided to include a focus on the UK's Athena SWAN at this the second equality event. On this basis, Brunel approached Ellen Pugh from Advance HE's Equality Challenge Unit to bring her expertise on Athena SWAN to the conference. A representative from the Supreme Council for Women was also sought so that a panel discussion could take place to share best practice and offer opportunities for mutual learning.

In addition, the second day of the conference will include workshops for student and staff that allow a consideration of how questions of gender play out in fields as diverse as business, virtual and mixed reality, and cosmetic surgery. Once again we look forward to engaging in productive discussion, collaboration and mutual sharing.



MS. ELLEN PUGH

Policy Programme
Manager Advance HE

**KEYNOTE: IMPROVING THE REPRESENTATION OF
WOMEN IN HIGHER EDUCATION: THE UK EXPERIENCE**

Abstract

The session will firstly introduce the work of Advance HE, a recently established organisation in the UK which aims to support universities in putting institutional strategy into practice for the benefit of students, staff and society. It will then highlight the key issues within the UK impacting on the participation of women in higher education, work taking place to identify and understand the causes of these issues and the mechanisms and tools that we are utilizing to address them. The session will then explore two of Advance HE's programmes that have been recognized as key in ensuring the progression of women and their increased representation in HE, the Athena SWAN charter and Aurora.

Profile

Ellen has over 13 years' experience of working with UK higher education institutions and sector agencies to advance equality for staff and students. During her career she has specialized in gender and disability equality and has worked in an advisory capacity for organisations including the UK higher education funding bodies, Joint Negotiating Committee for Higher Education Staff, Equality and Human Rights Commission and General Medical Council. Ellen has published guidance on the implications of the UK Equality Act 2010 and Disability Discrimination Act 2005 and has written practical guidance on issues including student pregnancy and maternity and pay equality. She has also led the development of projects to stimulate cultural change for women in the UK HE sector.



**MRS. BAHJA
MOHAMED AL-DAYLAMI**

Training & Development
Advisor

Supreme Council for
Women

Kingdom of Bahrain

BAHRAINI MODEL OF GENDER BALANCE: PRESENT AND FUTURE CHALLENGES

Abstract

National Model for Mainstreaming Women's needs into Development

Points of discussion:

- The Kingdom of Bahrain's efforts in monitoring the advancement of Bahraini women in accordance with the National Plan for the Advancement of Bahraini Women.
- The impact of life-long learning on ensuring equal opportunities.
- The National Model for Mainstreaming Women's needs into Development and its best practices.

Profile

- Masters in Education (Primary Education)- University of Bahrain, Kingdom of Bahrain.
- Higher Diploma in School Administration- American University -Beirut, Lebanon.
- Bachelors of Science in Education(class teacher- University of Bahrain, Kingdom of Bahrain)
- Years of experience in the field of education and developing education curriculum.
- Contributed in preparing and implementing programs and projects of the National Plan for the Advancement of Bahraini Women and participated in forming the national model for mainstreaming women's needs in development and implementing it in the public, private and community sectors and civil society.
- Member of the Board of Trustees of Bahrain Teachers College (2008-2018)
- Member of the National Commission for Guidance and Vocational Guidance, and the National Skills Committee.
- An expert on women in the Organization of Islamic Cooperation and the Arab Women Organization.
- Trained in strategic planning, management, leadership, evaluation, impact measurement and equal opportunities, gender responsive budgets, institutional building, managerial development and self-development.
- Volunteer: Member of the Bahrain Society for Child Development and Vice-President of Bahrain Society, Training and human resource development.
- Certified Trainer in the Arab Network of NGOs in the field of NGO management and advocacy.
- A number of studies and papers have been prepared in the field of women, education and social fields.



DR DALIA M. KAMEL

Associate Professor/Acting
Dean of Graduate Studies
and Research,
Ahlia University

GENDER BIOLOGICAL DIFFERENCE, HOW CAN IT FIT INTO EQUAL OPPORTUNITIES?

Abstract

In this presentation, the first part will be a demonstration of the biological and physical differences between male and female in different stages of life. Also, there will be highlights on the major biological changes that happen in the female's life and how the female cope with. Then the discussion will explore the impact of these biological differences on the female performance in work and do those differences be with or against the female chance to have equal opportunity? In the modern life and with the great achievements that females scored in different field, it is important to have an orientation to employers about the strength in both genders and that will lead to successful job assignment and better performance.

Profile

Dalia is a professor of physical therapy for women's health in Cairo University, Egypt with experience in teaching for almost 20 years. Also, Dalia is an associate Professor in the College of Medical and Health Sciences and currently is assigned as Acting Dean of Graduate Studies and Research in Ahlia University. In respect of research, Dalia's main interest is the women's health in different perspectives as antenatal and postnatal care as well as the pelvic floor dysfunctions. Dalia has many publications in well reputed Q1 journals as physiotherapy, Pain Research, JAR, and Lasers in Medical Sciences. In addition, Dalia serves as reviewer and editorial board member in also highly ranked journals such as the BMC of women's health, BMC of Complimentary and Alternative Medicine and international Journal of Therapy and Rehabilitation. Dalia now is leading a project about the impact of PMS on the female's life in different dimensions.



DR. ADRIENNE BARNETT

Lecturer in Law
Brunel University London

THE FEMINIST JUDGEMENTS PROJECT

Abstract

Shakespearean theatre raises profound issues of interest to scholars of gender studies and of feminist jurisprudence. Othello, for example, has given rise to a body of literature examining Shakespeare's representations of women. However, it is also a productive text for exploring contemporary legal responses to violence against women. How would modern legal systems respond if Othello was charged with the murder of Desdemona? Would Othello succeed in defences of provocation (loss of control) or diminished responsibility? Could a feminist approach to judging Othello challenge 'mainstream' perspectives and values embedded in the law? Motivated by the Feminist Judgments Project and the Australian 'Othello on Trial' performance project, this interactive workshop is an exercise in praxis. Following a discussion of key themes and the 'evidence' presented by the play, participants will collaborate in textual analysis and writing alternative judgments from 'black letter' and feminist legal perspectives.

Profile

Adrienne Barnett is a Senior Lecturer in Law at Brunel University London, teaching Family Law, Children and the Law, Land Law and research methods (with a focus on feminist theory and research methodology). She is also Co-Ordinator of Undergraduate Admissions at Brunel Law School. Prior to her academic appointment in January 2014, Adrienne practised as a barrister in England and Wales for over 30 years, specialising in family law, during which time she combined professional practice with academic study, teaching and research. Her specialist area of research, in which she has published widely over the past 18 years, is gender-based violence, particularly in the context of proceedings concerning children. Together with Professor Rosemary Hunter of the University of Kent, she undertook national survey research in this area for the Family Justice Council (FJC), published in 2013. Adrienne has past and recent experience of working with policy-makers to effect changes in policy and practice arising out of her research. She is a member of the Advisory Group of the charity, Rights of Women, and of Women's Aid's Expert Advisory Group to the Child First campaign. She has also participated in meetings of the All Party Parliamentary Group on Domestic Violence. Over the past year Adrienne has conducted training for the judiciary on domestic abuse in the context of child arrangements proceedings. Adrienne has presented papers at national and international conferences over the past 18 years, including the Socio-Legal Studies Association's annual conference and the International Society of Family Lawyers' conferences.



DR. MARIZA DIMA

Lecturer in
Games Design
Brunel University London

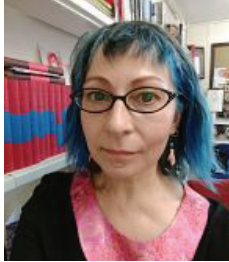
AN EXPERIENTIAL APPROACH TO RESEARCHING AND DESIGNING INTERACTIVE

Abstract

This presentation/workshop will introduce design as a methodological research lens, discuss the collaborative design approach and the role of the designer in it, as well as how researchers in other fields can benefit from using co-design methods in their research. After a brief presentation, participants will explore some (co-)design methods practically and the session will conclude with a reflective group discussion on the challenges and opportunities they encountered and how the session has inspired their practice.

Profile

Dr Mariza Dima is a Lecturer in Games Design (Creative Technology) at Brunel University, where she teaches Digital Prototyping, User Interface and player experience design, Games Programming, Concept Communication, and Business Contexts for digital games. As a Human-Computer Interaction (HCI) designer, researcher and design strategist she develops interactive systems with a focus on designing meaningful, seamless experiences. She works with physical, tangible, mobile, Mixed Reality and haptic interfaces to serve interactions in socio-cultural contexts, prominently in performance art, cultural heritage and social innovation. She is currently researching, applying and teaching HCI practices and techniques in the design of videogames. Her practice is informed by a diverse background in applied mathematics, design, and engineering, and driven by abundant curiosity. She has led several projects in partnership with prestigious theatrical companies, museums, cultural organisations, SMEs, and visual arts institutions, and published widely in the field of HCI contributing to digital system design, co-design methodologies and methods, and HCI design for social innovation.



DR. MEREDITH JONES

Director of Research for
the Department
Brunel University London

COSMETIC SURGERY AND VISUAL METHODS

Abstract

This workshop brings together knowledge discussed in the two preceding classes in order to examine a specific case study. Cosmetic surgery remains a controversial practice in many cultures. We look at its medical, surgical and social history, at its global and local contexts, and most importantly at what it means in terms of gender, class and race. We discuss the primary ways in which feminist social scientists and philosophers have analysed cosmetic surgery. Discussion and debate will be based around theories of embodiment and upon close analysis of images of bodies that have been altered by cosmetic surgery.

Profile

Meredith Jones is Director of Research for the Department. She works at the intersections of media theory, gender studies, and cultural studies. She is particularly interested in popular culture, visibility, and embodiment, and has published widely in these areas. Her chapter 'Media-Bodies and Photoshop' (2013) is a good example of how she links them. She has recently edited a themed edition of Critical Studies in Fashion and Beauty about the Kardashians. One of Meredith's special subjects is cosmetic surgery; her first book, *Skintight: An Anatomy of Cosmetic Surgery* (Berg, Oxford, 2008), is a foundational text in studies of Makeover Culture.



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