



WOMEN ADVANCEMENT FORUM

International Exchanges, Research & Academia in Nigeria (WAFIRA)

13th – 15th April 2016

Conference Poster 2016
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PROGRAMME DRAFT

DAY 1
13th April 2016

----- no prior registration needed -----	8:00 - 9:00	Registration of participants				
	9:00 - 10:00	Welcome Address	Prof. Igwilo (<i>University of Lagos, Nigeria</i>) Ms. H. Schlingmann (<i>DAAD representative, University of Ibadan, Nigeria</i>)			
		Opening Address	Prof. B. Alo (<i>DVC Academic, University of Lagos, Nigeria</i>)			
		Goodwill Message	Mr. I. Herbert (<i>Consular General of the German Consulate in Lagos, Nigeria</i>)			
		Vote of Thanks	Prof. O. Odeku (<i>President, German Alumni Association of UI, University of Ibadan, Nigeria</i>)			
	10:00 - 11:00	Keynote Address	Reflections on WAFIRA: Innovative paradigms in the conceptualisation and leadership of the gender equality transformation agenda by African women' Dr. E. Rasekoala (<i>President, African Gong – the Pan-African Network for the Popularization of Science & Technology and Science Communication, South Africa</i>)			
	11:00 - 12:00	GROUP PHOTOGRAPH / SNACK BREAK				
	12:00 - 1:30	Lecture Performance (International Guest Speaker)	Decolonizing Knowledge Dr. Grada Kilomba (<i>writer, theorist, and interdisciplinary artist, Germany</i>)			
	1:30 - 3:00	LUNCH / TEA & COFFEE				
	----- registered participants only -----	1:30 - 3:45	Lunch & DAAD Alumni Info- and Networking Session			
3:00 - 3:45		Plenary Session "Gendered Research and Knowledge Production"	Women in Global Academic & Research Space : An Anatomy Dr. O. A. Fadehan (<i>University of Lagos, Nigeria</i>)			
4:00 - 6:00		4 parallel Interactive Workshops "Gendered Research and Knowledge Production"	WS 1 Values and models, imaginations and images: Female academics, researchers and professionals between 'norm' and 'deviation'. <i>Ms. F. Hoelzel (ETH Zürich, Switzerland)</i>	WS 2 21st Century imperatives for African women's advancement in Academia & Research: Empowerment Contexts of Individual, Collective and Global South-South Learning and Solidarity' <i>Dr. E. Rasekoala (Pesident, African Gong, South Africa)</i>	WS 3 Re-Integration after a research stay abroad <i>Dr. I. Adekunle (DAAD Alumni Federal University of Otuoke, Nigeria)</i>	WS 4 male only
7:00		DAAD / German Alumni Cocktail Reception @ Consulate General of the Federal Republic of Germany				

----- only registered participants -----

DAY 2 14th April 2016					
8:00 - 9:00	COFFEE & TEA & SNACKS				
9:00 - 9:45	Plenary Session "Gender Mainstreaming and Interventions in Academia & Research"	Gender Mainstreaming in Nigerian Universities: Problems, Prospects and Challenges <i>Prof. O. Aina</i> <i>Obafemi Awolowo University Ile-Ife, Nigeria</i>			
10:00 - 12:00	4 parallel Interactive Workshops "Gender Mainstreaming and Interventions in Academia & Research"	WS 1 A comprehensive overview on gender mainstreaming and its implementation at Universities/ into curricula <i>Prof. S. Odebode (University of Ibadan, Nigeria)</i>	WS 2 Workplace Conflict and Discrimination; Responding Appropriately as Professional Women <i>Dr. R. Danesi / Dr. O.Owoyemi (University of Lagos, Nigeria)</i>	WS 3 Gender Stereotypes – The way forward <i>Dr. S. Omitoyin (University of Ibadan, Nigeria)</i>	WS 4 Implication of implicit or explicit bias in health care delivery in a highly diversified settings <i>Prof. M. Baba (DAAD Alumni, University of Maiduguri Nigeria)</i>
12:00 - 2:00	LUNCH				
2:00 - 3:30	Plenary Session "Successful journey through the academia maze"	Successful Application for German grants and Impact of International exposure on Career Advancement <i>H. Schlingmann (DAAD representative, University of Ibadan, Nigeria) / Dr. O.Odukoya (DAAD-Alumni, University of Lagos, Nigeria)</i>			
3:30 - 4:00	COFFEE & TEA & SNACKS				
4:00 - 6:00	4 parallel Interactive Workshops "Successful journey through the academia maze"	WS 1 Successful Proposal writing and Research/Project Planning Skills <i>Prof. C. Agomo / Prof. O. Adebayo (University of Lagos, Nigeria)</i>	WS 2 Collaborative Work as a Pathway to Innovation <i>(Prof. K. Olayinka/ Dr Omotayo/ Dr Sogbamu, University of Lagos, Nigeria)</i>	WS 3 Entrepreneurial approach to career development - strategic planning, communication and marketing for a successful academic <i>Dr. A. Olajide (DAAD Alumni, University of Ibadan, Nigeria)</i>	WS 4 The journey of women academics in Nigeria: Focus on women in University of Jos <i>Dr. L. Bonkat (DAAD Alumni, University of Jos, Nigeria)</i> Potentials for Professional Activities in open and distance learning <i>(Dr. O.Odeyemi NOUN, Nigeria)</i>

DAY 3
15th April 2016

----- only registered participants -----

8:00 - 9:00	COFFEE & TEA & SNACKS				
9:00 - 10:00	Plenary Session "Re-affirming identities in the 21st century"	Women and Transformative Leadership <i>Mrs. B. Adeleye-Fayemi</i> <i>(President, African Women Development Fund, Nigeria)</i>			
10:30 - 12:30	4 parallel Interactive Workshops "Re-affirming identities in the 21st century"	WS 1 Women and Transformative Leadership <i>B. Adeleye-Fayemi</i> <i>(President, African Women Development Fund, Nigeria)</i>	WS 2 Gender and Mentoring: Addressing the gap <i>Dr.S. Osibona</i> <i>(University of Lagos, Nigeria)</i>	WS 3 Dynamics of knowledge production <i>Dr. S. Olutayo / Dr. E.B. Olayinka</i> <i>(University of Ibadan, Nigeria)</i>	WS 4 The Unspoken Controversy between Education, Stereotypes & wholesome Development <i>(Ms. Nimfon Etuk Founder, Friendraiser Community Initiative)</i>
12:30 - 1:00	COFFEE & TEA & SNACKS				
1:00 - 2:00	Plenary session	Evaluation and wrap up			
2:00 - 3:00	LUNCH (take away)				
3:00	the end				

DAY 1 – April 13

OPENING CEREMONY

LECTURE PERFORMANCE	Decolonizing knowledge
	In this lecture performance Grada Kilomba explores forms of Decolonizing Knowledge using printed work, writing exercises, performative narrative, and visual art, as forms of alternative knowledge production. Kilomba raises questions concerning the concepts of knowledge, race and gender: “What is acknowledged as knowledge? Whose knowledge is this? Who is acknowledged to produce knowledge?” This project exposes not only the violence of classic knowledge production, but also how this violence is performed in academic, cultural and artistic spaces, which determine both who can speak and what we can speak about. To touch this colonial wound, she creates a hybrid space where the boundaries between the academic and the artistic languages confine, transforming the configurations of knowledge and power. Using a collage of her literary and visual work, Grada Kilomba initiates a dialogue of multiple narratives who speak, interrupt, and appropriate the ‘normal’ and continuous coloniality in which we reside. The audience is invited to participate, and to re-imagine the concept of knowledge anew, by opening new spaces for decolonial thinking.
<i>Grada Kilomba</i>	<i>is a portuguese writer, theorist, and interdisciplinary artist. Her work draws on gender, race, trauma and memory, and has been translated into several languages and published in international anthologies, magazines, and journals as well as staged internationally. Her work is best known for using a variety of formats, from print publications to staged readings and performance, combining both academic and lyrical narrative creating a new literary style.</i> <i>In 2011, she was awarded as one of the „Most Inspiring Black Women in Europe“ by BWIE, due to her writings and performative readings. She is the co-editor of “Mythen, Masken and Subjekte” (2005), an anthology on Critical Whiteness; and the author of “Plantation Memories”, a compilation of episodes of everyday racism written in the form of short psychoanalytical stories.</i> <i>Kilomba has been lecturing at several international universities and last was a Guest Professor for Gender Studies at the Humboldt University, Berlin. Currently she is a Writer/ Artist in Residence in Berlin where she is developing a series of projects on “Decolonizing Knowledge - Performing Knowledge” (2015 -2017), using writing, performative narrative, and visual art, as forms of alternative knowledge production.</i>

KEY NOTE ADDRES	Reflections on WAFIRA: Innovative paradigms in the conceptualisation and leadership of the gender equality transformation agenda by African women’
<i>Dr. Elizabeth Rasekoala</i>	<i>is the President, African Gong – the Pan-African Network for the Popularization of Science & Technology and Science Communication. She is a Human Capital Development Expert in STEM, the President of African Gong, and a Chemical Engineer in the Oil & Gas Industry internationally. She is also the Co-initiator and Senior Adviser for the WAFIRA initiative.</i>

ONLY FOR DAAD ALUMI	DAAD Info- and Networking <ul style="list-style-type: none"> ● DAAD Alumni activities 2015 (Dr. J. Maché) ● DAAD Alumni Association(s) in Nigeria (N.N.) ● Regionalisation: South-South/South-East Alumni Network (Dr. I. Adekunle) ● Individual and project funding for Alumni- DAAD/AvH (H. Schlingmann) ● Alumniportal Deutschland/ Open Space for networking and interaction
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SESSION 1

GENDERED RESEARCH AND KNOWLEDGE PRODUCTION

PLENARY SESSION	<p>Women in Global Academic & Research Space: An Anatomy</p> <p>This presentation attempts an appraisal and general overview of the involvement, participation and contributions of the female gender into the academic and the research environment. In doing this, the discourse establishes first of all, the expected indispensable significant contributions of women into all areas of human endeavor including the academic & research domain. Significant parameters/indicators/factors that may enhance or limit their performance in these spheres are also examined. The whole exercise is however intended to facilitate an increase in the performance of the womenfolk within the cerebral and career spaces through the maximization of their innate potentials nurtured by all available opportunities</p>
<i>Dr. O. A. Fadehan</i>	<i>University Librarian, University of Lagos, Nigeria</i>
Workshop 1	<p>Values and models, imaginations and images: Female academics, researchers and professionals between 'norm' and 'deviation'.</p> <p>The central question to be discussed in this workshop is whether there is something like a 'feminine approach' – and if so, how would this change academia and science, and ultimately the value and image of women in society? In the context of Gender Studies criteria have been developed concerning not only the neutrality and universality of a modern man, but also the concept of hegemonic masculinity. On this (hypo-) thesis this workshop would like to explore under the active involvement of the participants and the integration of their daily experience in academia, science and practice how the standard 'human', the (white) hegemonic male person, shaped our imaginations and expectations of 'standard' or the 'ideal'. As an example, our cities have almost exclusively been planned by male city planners. Men, naturally plan cities based on the manner they use and perceive cities. Women though, naturally, use and perceive cities differently. The question therefore is: If there were more women in powerful and important positions, would we have different cities and hence different approach to city planning and urban design theories? Other examples could easily be extended to other disciplines.</p>
<i>Ms. Fabienne Hoelzel</i>	<i>Federal Institute of Technology (ETH) Zurich, Switzerland Founder of Fabulous Urban. Architect, urban designer, planner and researcher, specialized on Urban planning processes and urban governance, urban design and planning instruments, participatory planning approaches, slum-upgrading and urban regeneration</i>
Workshop 2	<p>21st Century imperatives for African women's advancement in Academia & Research: Empowerment Contexts of Individual, Collective and Global South-South Learning and Solidarity'</p> <p>This workshop will take participants through an interactive, reflective and insightful journey of self-awareness, understanding and critical analysis of their own career development trajectories in the world of research and academia. It will provide an enabling environment for challenging and empowering dialogues, interactions and conversations amongst participants in pairs and in small groups, as they grapple with key signposts along their career development journey. To aid participants in the conceptualisation of transformative strategies, principles and thought processes, the facilitator will highlight international good practice frameworks and developments from the global south region... such as in Latin America... and work with participants to elucidate the unique, progressive and dynamic strategies that women researchers and academics in Latin America have undertaken in advancing their situation... so much more than their African peers in the 21st Century... what can African women researchers/academics learn from the success of their Latin American sisterhood, so as to re-affirm, re-define and re-commit themselves to the gender equality transformation agenda in the 21st century, on an individual and on a collective basis?</p>
<i>Dr. Elizabeth Rasekoala</i>	<i>is the President, African Gong – the Pan-African Network for the Popularization of Science & Technology and Science Communication. She is a Human Capital Development Expert in STEM, the President of African Gong, and a Chemical Engineer in the Oil & Gas Industry internationally. She is also the Co-initiator and Senior Adviser for the WAFIRA initiative.</i>

Workshop 3	Re-Integration after a research stay abroad
<i>Dr. Iheoma Adekunle DAAD Alumni</i>	<i>Department of Chemical Sciences, Federal University of Otuoke, Nigeria</i>
Workshop 4 (for male only)	
ONLY FOR DAAD ALUMI	Cocktail Reception at the Consulate General of the Federal Republic of Germany

DAY 2 – April 14

SESSION 2 GENDER MAINSTREAMING & INTERVENTIONS

Plenary Session	Gender Mainstreaming in Nigerian Universities: Problems, Prospects and Challenges The presentation will discuss the concept of Gender Mainstreaming; the relevance of Gender Mainstreaming in achieving equity standards in Nigerian universities; some success stories; problems; challenges; and prospects of gender mainstreaming in the Nigerian university system
<i>Prof. O. Aina</i>	<i>Dept. of Sociology, Anthropology, Obafemi Awolowo University Ile-Ife, Nigeria</i>
Workshop 1	A comprehensive overview on gender mainstreaming and its implementation at Universities/ into curricula <ul style="list-style-type: none"> • The importance of Gender Issues in all disciplines in higher education with significance for conducting research, advancing knowledge, developing innovation and formulating policies in all spheres of human endeavour. • The basic facts about gender and sex. and ,other socially significant gender considerations; Gender mainstreaming and the process and procedures as well as culture and persons in different institutions/ organisations; Level of sensitivity to and integration of gender issues in teaching and research and stages in Gender mainstreaming in Teaching and Research • Understanding the relevance of gender Issues for more effective teaching and learning: • approaches to gender mainstreaming in the curriculum • Requirements for mainstreaming Gender Issues in Teaching and Research and benefits of incorporating gender issues into the curriculum • Policies of and strategies against sexual harassment. These will include forms of harassment, penalties and other activities relating to sexual harassment. Activities and institutionalised structures that have been successful in combating sexual harassment.
<i>Prof. Stella Odebode</i>	<i>Dept. of Agricultural Extension and Rural Development Director, Gender Mainstreaming Office</i>

<p>Workshop 2</p>	<p>Workplace Conflict and Discrimination; Responding Appropriately as Professional Women</p> <p>The Origin and essence of gender mainstreaming. Misconceptions about gender mainstreaming and operational definition by the United Nations. Literature Review: The relevance of gender mainstreaming in institutions of learning, Commonwealth universities that have embarked on gender mainstreaming, challenges and victories. Motivational talk: The reality of conflict in today's workplace, understanding the constructs (culture, diversity, globalization) that generate conflicts particularly towards women in the workplace. The different roles and responsibilities of the organisation and people in conflicts in the workplace. When conflicts are not resolved what happens? Identifying organisational deviant behaviours emanating from conflict situations; Discrimination, Workplace bullying and Violence. What they are, how it applies and affects women especially. Individual Evaluation: Locating yourself on the conflict grade; avoider, passive or aggressive? Responding appropriately to conflict, Developing skills to deal with conflict situations. Conflict management strategies and resolutions; appreciating a diversified workforce and synergizing for effectiveness. Support Groups and forum: Building a network against organisational deviant behaviours for professional women in Academia</p>
<p><i>Dr. Rosemary Danesi</i></p>	<p><i>Dept. Industrial Relations & Personnel Management, University of Lagos, Nigeria</i></p>
<p><i>Dr. Oluwakemi Owoyemi</i></p>	<p><i>Dept. Industrial Relations & Personnel Management, University of Lagos, Nigeria</i></p>
<p>Workshop 3</p>	<p>Gender Stereotypes: The way forward</p> <p>Gender stereotypes and bias are not new issues in the society. They are viewed as accepted norms. Their consequences especially their influence on self-esteem and confidence are however detrimental and damaging. The stereotypes come in various shades and forms with some embedded in culture, religion, social environment, etc. The society's expectations and subsequent treatment of women are sometimes based on these stereotypes thus restricting their Performance, productivity and efficiency, leading to gender gap. The way out of the cage of the stereotypes is to be able to identify what they are i.e become aware of the biases and have role models that can influence the expression of these stereotypes.</p>
<p><i>Dr. O. Siyanbola</i></p>	<p><i>University of Ibadan</i></p>
<p>Workshop 4</p>	<p>Implication of implicit or explicit bias in health care delivery in highly diversified settings</p> <p>Bias is the negative evaluation of one group and its members relative to another. Such bias could be either explicit or implicit. In addition to their different expressions, explicit and implicit bias differs in terms of underlying process. Congruent with everyday experience, explicit bias among health professionals is now considered unacceptable in general society. In contrast, implicit bias appears to be common and persistent in health care delivery. It is possible that implicit bias among health professionals against gender, ethnic, religion, race, sexual orientation, socioeconomic status or individuals with specific clinical conditions contributes to health disparities. Identification of the mechanisms through which implicit bias operates may pave a way for intervention strategies that may prevent or ameliorate its effect in health care delivery in highly diversified settings.</p>
<p><i>Prof. Marycelin Baba DAAD Alumni</i></p>	<p><i>University of Maiduguri, Nigeria</i></p>

SESSION 3

SUCCESSFUL JOURNEY THROUGH THE ACADEMIA MAZE

Plenary Session	<p>Successful Application for German grants and Impact of International exposure on Career Advancement</p> <p>Presentation on German Academic Exchange Service (DAAD) and Alexander von Humboldt Foundation (AvH) individual and project funding programmes – background information, details on application processes, eligibility criteria, administrative requirements from applicants and their institutions, funding levels, options and timeframes, etc. Furthermore the session will point out the career advancement benefits of international grants and research stays, followed by facilitated Q&A session</p>
<i>Mrs. Hanna Schlingmann</i>	<i>DAAD representative and lecturer, Department of European Studies, University of Ibadan, Nigeria</i>
<i>Dr. O.Odukoya DAAD-Alumni</i>	<i>College of Medicine, University of Lagos, Nigeria</i>

Workshop 1	<p>Successful Proposal Writing and Research/Project Planning Skills and Techniques</p> <p>The workshop introduces participants to various categories of fellowship grants and grant-making bodies and identifies the different concerns of grants and fellowships as well as the dispositions of prospective funding agencies. It discusses the key features of a research proposal and engages participants on how to address each of them. Other issues considered include: accommodating exigencies (SWOT analysis), managing joint projects or collaborative ventures, using professional help and peer review, and how to properly prepare CVs/resumes. Given the context of women's advancement, the workshop also addresses equal opportunities for researchers and gender mainstreaming in research content. It deepens knowledge of gender issues in research content and equips participants with practical skills for reflectively integrating gender into the research from the ideas phase through the proposal phase to the research implementation and dissemination phases. The Conclusion addresses qualities and attitudes that enhance the competence of researchers and make their applications more competitive</p>
<i>Prof. A. Atsenuwa</i>	<i>Faculty of Law, University of Lagos</i>
<i>Prof. O. Adeboye</i>	<i>Department of History & Strategic Studies, University of Lagos</i>

Workshop 2	<p>Collaborative Work as a Pathway to Innovation</p> <ul style="list-style-type: none"> • How to search for grants especially targeted at women? • How to network with colleagues with the same allied research interest or focus? • How to stay abreast of the latest news or happenings in your field of research? • Ability to appreciate each other, no one is useless. Each brings her strength, i.e. writing ability, research skills, computer skills, statistical ability, psychological skills e.t.c. • Ability to listen to each other, let everyone speak. No one person knows it all. • Case studies of women starting from UNILAG, Nigeria, other countries in Africa who have been successful as academics in their own fields • Provision of links for funding both local and international • Organization or formulations of working groups or cohorts with mentors and mentees e.g through small group participation at the workshop • Links with training and networking platforms and organizations especially for scientists from developing countries • Mentorship/Mentoring programmes • Syndicate Group Discussions: Case studies on real life issues on collaboration will be developed and written out. Group discussions on the cases and each group come out with presentations. Life lessons will be learnt.
<i>Prof. K.Olayinka</i>	<i>University of Lagos, Nigeria</i>
<i>Dr Omotayo</i>	<i>University of Lagos, Nigeria</i>
<i>Dr Sagbamu</i>	<i>University of Lagos, Nigeria</i>

Workshop 3	<p>Entrepreneurial approach to career development - Strategic planning, Communication and Marketing for a Successful Academic</p> <p>Are you deeply fulfilled or satisfied with your level of success or achievement as an academic? Or do you desire to have a winning and competitive edge in the market place? If this is your heart beat then you are heartily welcome to this session. The world of academia holds many opportunities for students and faculty, particularly women. But sometimes it appears as if these opportunities are 'elusive'. In reality, what is required on the part of the academic is strategic planning and proper positioning. This session will focus on ways by which ones chances can be improved upon through personal renewal, strategic planning, networking and marketing.</p> <p>Be there!</p>
<i>Dr. Olajide O. Adeola</i>	<i>University of Ibadan</i>
Workshop 4 First Part	<p>The journey of women academics in Nigeria: Focus on women in University of Jos</p> <p>This workshop session develops in three folds. Firstly, an experienced based discussion on how to balance between work and family life. Secondly, challenges that young unmarried woman face in the academia compared to married women. Thirdly, mechanisms that these women are employing to cope with these challenges and grow in their chosen career against all odds.</p>
<i>Dr. L. Bonkat DAAD Alumni</i>	<i>University of Jos, Nigeria</i>
Workshop 4 Second Part	<p>Potentials for Professional Activities in open and distance learning</p> <p>This session will be an impactful and interactive session. It is a session that will delve more into the world of Open and Distance learning (ODL) like never before. Potentials and activities for job seekers inherent in ODL will be discussed extensively. The session promises to be most beneficial to emerging and existing academics who either wants to build a career in ODL or further their journey in the academics to Open and Distance Learning. The combination of visual and other forms of learning aids will not only ensure engagements by participants but also encourage them to share experiences in such a way that will lead to knowledge sharing in the session.</p>
<i>Dr. O.Odeyemi</i>	<i>NOUN, Nigeria</i>

DAY 3 – April 15

SESSION 4

RE-AFFIRMING IDENTITIES IN THE 21ST CENTURY

Plenary Session	Women and Transformative Leadership
<i>Mrs. Bisi Adeleye-Fayemi</i>	<i>President, African Women Development Fund (AWFD) - the first Africa-wide grant-making fund, which supports the work of organizations promoting women's rights in Africa. She is a leading voice not only in the African women's movement and civil society, but in the global women's movement as well. She is the recipient of the 2011 David Rockefeller Bridging Leadership Award, one of the most prestigious awards in the field of philanthropy. In June 2011, the New African Magazine named Mrs Fayemi as one of the 100 Most Influential People of Africa. Author of 'Speaking for Myself': Perspectives on Social, Political and Feminist Activism (2013) and 'Speaking above a Whisper', (2013) an autobiography. She also co-edited 'Voice, Power and Soul', with Jessica Horn (2008) a compilation of images and stories of African Feminists.</i>

Workshop 1	Women and Transformative Leadership
<i>Mrs. Bisi Adeleye-Fayemi</i>	<i>(see plenary session)</i>
Workshop 2	Gender and Mentoring: Addressing the gap
<i>Dr S. Osibona</i>	<i>Department of Marine Sciences, University of Lagos, Nigeria</i>
Workshop 3	<p>Gendered Research and knowledge production: Delivering excellence in women's academics and Research performance</p> <p>There are changes in gender equality overtime, such that the proportion of women in academics have grown remarkably since the notion that " a woman's place is in the home" have been eroded. This implies that the some glass ceilings are cracked. However, there still exist gender dynamics of knowledge production within different societal and educational settings, specifically in universities. Gender paradoxes in how academics are changing and being changed needs to be interrogated. One of the starting points is the notion of persistent gender inequalities characterizing the major institutions shaping knowledge production. Many issues in knowledge production, such as emphasis on excellence, top performance and competition, or researcher mobility, appear as seemingly non-gendered, or are often represented as such. Multiple arenas and actors are of interest, from academia, research and research funding organizations which in most situations do not favour the women as a result of age and year of qualification limits; policy makers and institutional leaders who are majorly males, shaping the conditions of knowledge production, to research groups, researcher in which the female gender are grossly underrepresented. Issues to be addressed therefore are; How research agenda are dominated by certain perspectives. Give support regarding the process of finding one's research specialization and discuss possibilities regarding the choice of unconventional research topics and materials that break ranks.</p>
<i>Dr. Seunfunmi Olutayo</i>	<i>Director, Gender Unit, Institute of African Studies, University of Ibadan</i>
<i>Dr. E.B. Olayinka</i>	<i>Dept. of European Studies, University of Ibadan</i>
Workshop 4	<p>The Unspoken Controversy between Education, Stereotypes & wholesome Development</p> <p>Harnessing the power of the brain, and understanding its greatest threats, is critical to unlocking our highest human potential. As women, especially career women, this is even more so when we pause to appraise the weight and impact of tradition, cultural practices, faith, health myths and other ethnic considerations that form a cloak over us, defying even the best of educational exposure to keep us as slaves to our own gender. This session will lead participants into a conversation with self with a view to pin-pointing in succinct terms the stereotypes and controversies that women still hide under and feel unable to break out from and into a path of true self-discovery and integrated development.</p>
<i>Ms. Nimfon Etuk</i>	<i>Founder, Friendraiser Community Initiative Corporate Etiquette & International Protocol Consultant, Media Professional, PR & Events Strategy Consultant, Author and Change Agent</i>