

YAMAM AL-ZUBAIDI

English – Arabic – Russian - Swedish

PROFILE

I am a diversity and inclusion professional with 15 years of experience with strong background in equality data research, working with Swedish and EU Equality Law.

I am a strategic thinker and a goal-oriented professional who enjoys working in cross-functional teams.

SELECTED EXPERIENCE

2020 - Independent Consultant

Provide consulting services in the fields of diversity management and advocacy for cultural policy at European level.

Current work:

- Drafting policy paper on advocacy for linking artistic freedom to EU Law obligations of member states (Culture Action Europe).
- Drafting business plan for embedding equality data in the business plan of the Social Services Department (City of Malmö).

2015 - 2019 Equality & Diversity Manager The National Theatre of Sweden

Responsibilities:

- Ensuring that diversity is imbedded in the business model and the operational model of the organisation.
- Managing the international and European cooperation.
- Coordinating advocacy on cultural policy.

Achievements:

- Drafted the equality strategy that later was adopted by the Board of Directors and the General annual Assembly. Executed training sessions for all managerial levels that later implemented the strategy.
- Extended the international network to the Arab region, initiating joint productions with the Arab Arts Focus.
- Drafted the advocacy approach that was adopted and formulated into a debate article and subsequently into a number of seminars on a national level.



CONTACT

Phone: +46 762 363613

Email: yamam.alzubaidi@gmail.com

Address: Rindögatan 46, 115 58
Stockholm - Sweden

EDUCATION

2012

Decision, Risk and Policy Analysis

Master of Arts

Stockholm University, Sweden

1999

Linguistics

Bachelor of Arts

Lund University, Sweden

BOARD ASSIGNMENTS

2016-2019

Member of the Executive Board

Culture Action Europe (Brussels)

2017-2019

Member of the Board of Directors

The Swedish National Council of Adult
Education (Stockholm)

2012 - 2015

Research Officer

The Swedish Equality Ombudsman

Responsibilities:

- Developing a follow-up framework on the obligations of Sweden in relation to the UN CERD convention.
- Producing own research for the Swedish Government.

Achievements:

- Developed In cooperation with academia a framework for monitoring local governments' work with UN CRPD in Sweden.
- Wrote the first national Equality Data report that was commissioned by the Government of Sweden. The report led to an extensive public debate on the uses of equality data in Sweden.

2010 - 2011

International Secretary

The Swedish Equality Ombudsman

Responsibilities:

- Coordinating the work of the Ombudsman with international bodies including the EU, the Council of Europe, and the UN as well as with the Swedish Government Offices.
- Responsible for accreditation of the Ombudsman with the UN as a National Human Rights Institution.

Achievements:

- Developed – by networking - a culture of a transparent dialogue between the Government Offices and the Ombudsman in relation to international obligations of Sweden.
- Ensured that the Ombudsman was accredited by the UN as a National Human Rights Institution.

2009 - 2010

Employment Case Officer

The Swedish Equality Ombudsman

Responsibilities:

- Investigating case of discrimination according to Employment Law and EU Equality Directives.

Achievements:

- Successfully investigated a landmark case of intersectional discrimination with two protected characteristics (age and gender). The case was successfully litigated at the Swedish Labour Court (case A 268/09, judgment nr 91/10).

2004 - 2005

Research Officer

Ministry of Justice, Swedish Government Offices

Responsibilities:

- Conducting a meta-evaluation of ca. 80 evaluation reports on local and regional initiatives.
- Drafting the national enquiry on Urban Regeneration Program.

Achievements:

- Drafted 3 chapters of the national enquiry. Drafted a large part of the final recommendations that were adopted and used for designing the second generation of the National Urban Regeneration Program.

YAMAM AL-ZUBAIDI**CONSULTING**

2016-2017

Diversity Management Consultant

The Swedish Public Service Television (SVT) – Stockholm, Sweden

2015 - 2016

National expert in equality data

European Human Consultancy – Utrecht, The Netherlands

2014

National expert in equality data

Migration Policy Group – Brussels, Belgium

2012- 2015

Arabic language expert

Svensk Medietext AB – Stockholm, Sweden

TEACHING EXPERIENCE

2014 - ongoing

EU Law: Equality DataDepartment of Law
Stockholm University, Sweden

2014 - 2015

EU Law: Age DiscriminationDepartment of Law
Stockholm University, Sweden**PROFESSIONAL RESIDENCY**

2019

Faber Residency: Diversity policies

Municipality of Olot & Institut Ramon Llull