



KEYNOTE talk "Trust, Gender, and Equity: Navigating New Collaboration Dynamics in the Post-#MeToo Era"

February 11, 2025

10:00 to 11:00

ICFO Auditorium

ICFOians for Women in Science Month Keynote talk

MARINA GERTSBERG

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"Trust, Gender, and Equity: Navigating New Collaboration Dynamics in the Post-#MeToo Era"

Abstract:

Collaboration is a cornerstone of innovation, productivity, and career advancement in the sciences and beyond. Yet, persistent gender disparities have often hindered women's ability to build strong professional networks, limiting their output and career progression-challenges that are especially acute in male-dominated fields. The #MeToo movement catalysed vital conversations and reforms to promote equity and safety in

professional environments, aiming to close gender gaps. However, these well-intentioned shifts have also produced unintended consequences, particularly affecting trust and collaboration between male and female colleagues. This keynote examines the ripple effects of #MeToo on academic collaborations and women's productive output, highlighting how rapid changes in norms have reshaped workplace dynamics. I will also present potential strategies how institutions can support equitable cross-gender collaboration while maintaining essential workplace protections.

Bio:

Marina Gertsberg is a Senior Lecturer (Assistant Professor) in Finance at the University of Melbourne. She earned her PhD from Maastricht University, during which she was a visiting scholar at Yale University. Marina's research centers on understanding and addressing gender biases in women's career trajectories across diverse contexts, including the art market, digital platforms, boardrooms, and academia. Her work investigates how gatekeeper biases can cascade through systems, perpetuating gender disparities. In her recent research, she explores how social movements aimed at protecting women can disrupt collaboration between women and men.