



## **Equality of opportunities in geosciences: The EGU Awards Committee experience**

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Scientists are evaluated on the basis of creativity and productivity, and their scientific excellence are rewarded by scientific associations. Providing equal opportunities and ensuring balance is a strict necessity when recognizing scientific excellence. The processes and procedures that lead to the recognition of excellence has to be transparent and free of gender biases. However, establishment of clear and transparent evaluation criteria and performance metrics in order to provide equal opportunities to researchers across gender, continents and ethnic groups can be challenging since the definition of scientific excellence is elusive.

This talk aims to present the experience and the efforts of the European Geosciences Union to ensure balance, with a particular focus on gender balance. Data and statistics will be presented in the attempt to provide constructive indications to get to the target of giving equal opportunities to researchers across gender, continents and ethnic groups.