

## **Equality of opportunity in the European Research Council Competitions**

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Since its founding in 2007, the European Research Council (ERC) has been committed to supporting various aspects of equality of opportunities for research funding, starting with the establishment of several separate competitions depending on seniority beyond the PhD, and including gender and geographical origin of applicants within Europe.

We describe how these different aspects are continuously monitored within the ERC, through the recruitment process of evaluation panel members and reviewers, and through the work of two standing committees bringing together members of the Scientific Council of the ERC, supported by the ERC executive agency staff (ERC-EA). The first committee deals specifically with gender bias/equality issues, while the second one focuses on ways to improve the participation and success rate of researchers in underrepresented countries/ EU member states. We describe some of the activities and achievements as well as the challenges encountered over the last ten years.