



## Inclusive excellence at the ERC: latest actions and results of sustained measures

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The European Research Council (ERC), Europe's premiere funding agency for frontier research, views equality of opportunities as an essential priority and a vital mission to ensure fairness in the review process. The ERC monitors various demographic data yearly on every call and has taken actions to tackle imbalances and potential implicit and explicit biases.

The presentation focuses on ERC general historical data for the three individual funding schemes: Starting Grant, Consolidator Grant and Advanced Grant. Demographic geosciences data of proposals and grants, disaggregated by gender and country, is presented. After more than 14 years of existence and various specific actions to tackle societal imbalances, ERC data provides an insight of the impact of various actions.

In the first framework programme (FP7, 2007-2013), 25% of applicants were women. In the last years (Horizon 2020, 2014-2020), this percentage increased by 4%, with 29% of women applying for ERC grants. In the same periods of time, the share of women as grantees has also increased from 20% to 29%. In the last years, men and women enjoy equal success rates (data for non-binary applicants is also presented).

The most recent actions taken by the ERC to address gender and diversity (including disabilities and neo-colonialism) in its operations and processes are also presented.

The ERC knows that work to ensure inclusive excellence and equality of opportunities is never-ending. This presentation analyses the institutional efforts critically and discusses possible steps to consolidate the accomplished results.