Vision of a new standing committee (provisionally titled the "Membership Committee") within the IGS

Rationale: Maintaining a healthy, diverse and satisfied membership is critical to the IGS being able to fulfill its purpose of serving the glaciological community. Member recruitment and retention has been challenging at times, with no particular person or committee directly responsible. Combined with the large volume of future work related to the implementation of the Diversity and Inclusion Plan, the need for a dedicated permanent committee has arisen.

This new committee would be responsible for all aspects of IGS membership, in particular:

1) Recruitment and retention of members, with the aim of increasing member diversity. The committee would work closely with the National Correspondents to recruit and retain members with an emphasis on under-represented regions. It would also liaise with EGG to ensure the needs of early-career members are being met.

2) Implementation of the Diversity and Inclusion plan as approved by Council, including establishing, tracking and reporting on metrics of progress. This new committee will thereby absorb the portfolio of the ad-hoc Committee for Diversity and Inclusivity (ADI) on a permanent basis, thus requiring a significant focus on issues of equity, diversity and inclusion (EDI).

3) Communication between IGS membership and IGS governing bodies to:

- articulate and promote IGS core values, including addressing EDI issues within the IGS
- maintain awareness of emerging issues
- receive and review concerns, and recommend appropriate next steps to the President, Council and other standing committees

Members of the new committee will be recruited in a transparent way, reflect the diversity of IGS membership and be approved by Council. The committee will initially comprise 5-7 members, including the Chair, with terms of 3 years. Given the committee's focus on EDI issues, it is recommended that 1-2 members of the ADI serve an initial term on the new committee.