

# Onions and Roses Report

Public Version

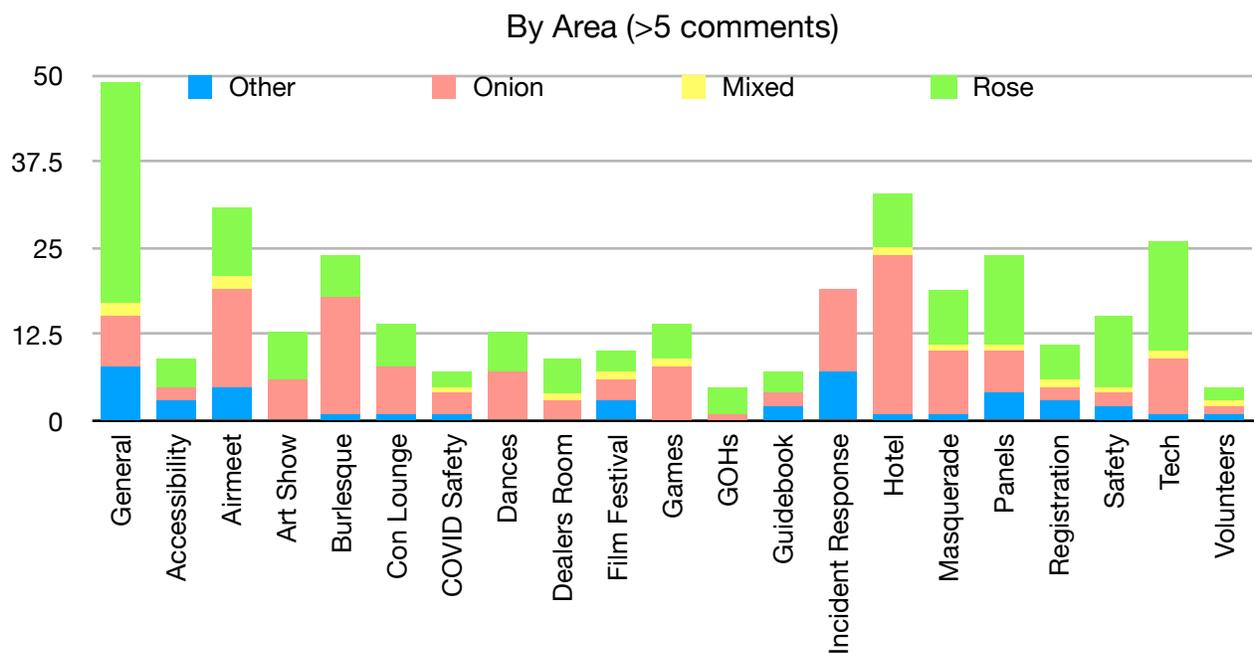
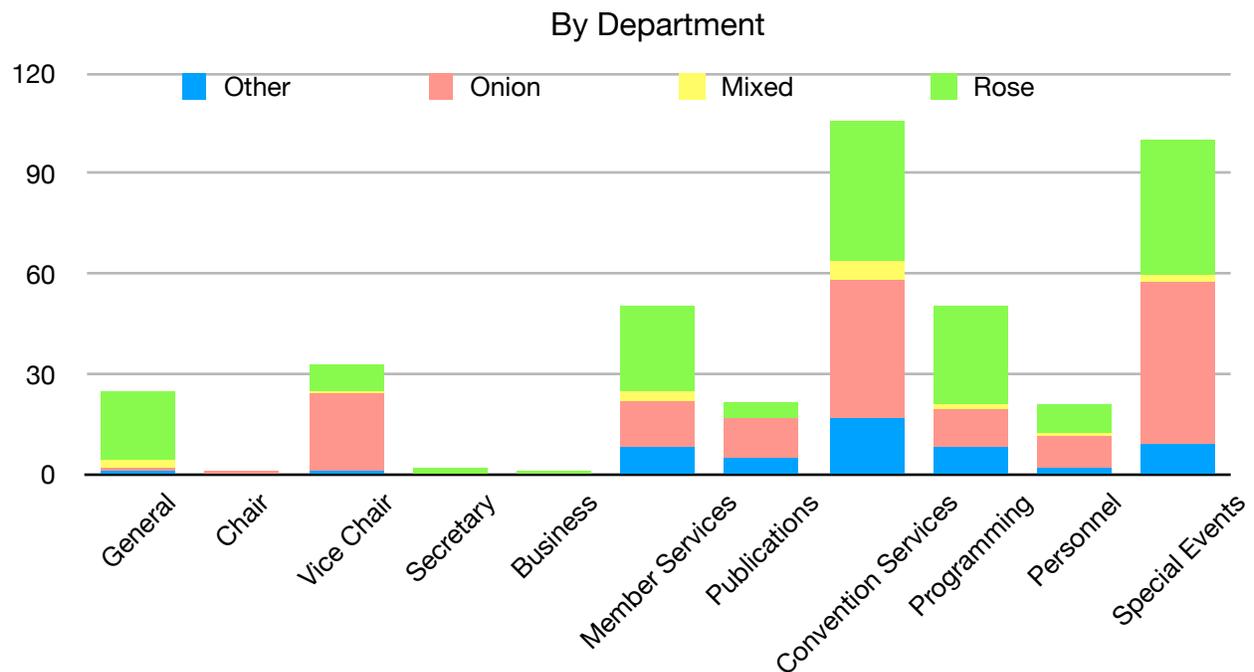
**Norwescon 44: April 14–17, 2022**

Compiled by Michael Hanscom, NWC44 Secretary



# Overview

A total of 414 responses were submitted for NWC44 by members. These break down into 161 Onions, 18 Mixed, 183 Roses, and 51 Other (suggestions, comments, and questions). Some submissions count in multiple categories, e.g. as both an Onion and a Suggestion. The following tables compare the departments and the areas which received more than five responses, either in Onions or Roses.



### By Department

Department	Other	Onion	Mixed	Rose	Total	Onion Percentage	Rose Percentage
General	1	1	2	21	25	4.00%	84.00%
Chair		1			1	100.00%	0.00%
Vice Chair	1	23	1	8	33	69.70%	24.24%
Secretary				2	2	0.00%	100.00%
Business				1	1	0.00%	100.00%
Member Services	8	14	3	25	50	28.00%	50.00%
Publications	5	12		5	22	54.55%	22.73%
Convention Services	17	41	6	42	106	38.68%	39.62%
Programming	8	11	2	29	50	22.00%	58.00%
Personnel	2	9	1	9	21	42.86%	42.86%
Special Events	9	48	3	40	100	48.00%	40.00%
<b>Total</b>	<b>51</b>	<b>160</b>	<b>18</b>	<b>182</b>	<b>411</b>	<b>38.93%</b>	<b>44.28%</b>

By Area (≥5 received comments)

Department	Other	Onion	Mixed	Rose	Total	Onion Percentage	Rose Percentage
General	8	7	2	32	49	14.29%	65.31%
Accessibility	3	2		4	9	22.22%	44.44%
Airmeet	5	14	2	10	31	45.16%	32.26%
Art Show		6		7	13	46.15%	53.85%
Burlesque	1	17		6	24	70.83%	25.00%
Con Lounge	1	7		6	14	50.00%	42.86%
COVID Safety	1	3	1	2	7	42.86%	28.57%
Dances		7		6	13	53.85%	46.15%
Dealers Room		3	1	5	9	33.33%	55.56%
Film Festival	3	3	1	3	10	30.00%	30.00%
Games		8	1	5	14	57.14%	35.71%
GOHs		1		4	5	20.00%	80.00%
Guidebook	2	2		3	7	28.57%	42.86%
Harassment Incident and Response	7	12			19	63.16%	0.00%
Hotel	1	23	1	8	33	69.70%	24.24%
Masquerade	1	9	1	8	19	47.37%	42.11%
Panels	4	6	1	13	24	25.00%	54.17%
Registration	3	2	1	5	11	18.18%	45.45%
Safety	2	2	1	10	15	13.33%	66.67%
Tech	1	8	1	16	26	30.77%	61.54%
Volunteers	1	1	1	2	5	20.00%	40.00%
<b>Total</b>	<b>19</b>	<b>56</b>	<b>5</b>	<b>67</b>	<b>147</b>	<b>38.10%</b>	<b>45.58%</b>

## Online Survey

The online survey form included ranking options (in four steps: poor, fair, good, and excellent) for the primary outward-facing departments, along with a comment field. Comments collected through this form have been included with all other collected comments. The ranking scores are shown below.

Survey

	Poor	Fair	Good	Excellent
<b>Convention and Member Services</b>	2	3	8	19
<b>Programming: Panels</b>	1	3	14	2
<b>Exhibitors</b>	0	4	8	15
<b>Special Events: Evening Events</b>	1	2	9	9
<b>Special Events: Games</b>	1	2	3	2
<b>Publications</b>	2	2	18	8
<b>Virtual Convention Platform</b>	1	3	5	3
<b>Hotel &amp; Facilities</b>	0	4	12	12



## **Onions**

At a department level, Convention Services, Special Events, and the Vice Chair (Hotel) received the most onions. By area, the hotel, Airmeet, and the burlesque harassment incident response received the most onions. Notable issues of concern include the harassment incident response, Airmeet streaming issues, and the Masquerade.

## **Roses**

At a department level, general comments, received the most roses. By area, general comments, Tech services, and the panels received the most roses. Particular kudos went to being glad to be back in person, COVID safety protocols, the hybrid format and continuing to provide Airmeet streaming access (even with issues), and the captioning and tech presentations in the panel and event rooms.

## Comments

All comments received by the NWC44 Secretary are listed on the following pages.

Comments are sorted first by department, then by area (with general comments appearing first), then by type (with suggestions first, then onions, then roses).

Please note: **Comments represent the opinions and views of anonymous submitters, and do not reflect the views and opinions of Norwescon 44 in an official capacity in any way, shape, or form.**

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Some comments have been lightly edited or redacted when necessary to protect the privacy of the submitters or of mentioned individuals.

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NWC44 Onions and Roses (ALL)

Department	Area	Type	Statement
General	General	Mixed	It was nice to be there again, but it was a little lonely. I will be glad when we can open the door wider and have more people attend. To keep NorWesCon going we really need an influx of younger people to keep us growing, relevant, and looking toward the future.
General	General	Mixed	The con was great, but I had a lonely existence. I flew in from Colorado not knowing anyone and departed pretty much not knowing anyone. I'd chat with folks on or at panels well enough, but then went unrecognized trying to greet people later. It felt like a collection of people who already knew each other well and didn't adopt new attendees. Some sort of ice breaker would've been nice (which might have been during the opening ceremonies, which I missed).  Even so, I'm planning on returning next year. :-)
General	General	Onion	I wish the NORWESCON organization would explain WHY some of the changes to the structure of the con happen. What happened to showing movies over the hotel video system, aka the video track? Gone, with no explanation. The masquerade used to be broadcast over the hotel video. Why was that ended, that was a big part of the convention. Also gone, with no explanation.
General	General	Rose	This was my first time attending NORWESCON and I already purchased for next year. That's how much I enjoyed myself.
General	General	Rose	i was impressed at the quality of the con this year.
General	General	Rose	Thanks to all your volunteers for the work and time they expended on this. It was nice to get back to con and have my week off again.
General	General	Rose	Great con, great fun, I enjoyed almost everything immensely.
General	General	Rose	Thank you for all the hard work with what looked like fewer volunteers than pre-pandemic. I hope you all enjoy a much earned rest and look forward to seeing you next year.
General	General	Rose	Thank you for a truly fantastic first experience at Norwescon! (I was a panelist at last year's virtual con). I had a great time and met a lot of lovely new people.
General	General	Rose	I know this was a difficult transition, but I think it went very well.
General	General	Rose	Many thanks are due to the hardworking volunteers of #Norwescon for a well-organized, beautifully-planned, pandemic-safe convention. It was a joy for all of us to be together again.
General	General	Rose	Thank you to @norwescon for putting on a great convention.
General	General	Rose	Thanks Norwescon for a fabulous weekend. I'm leaving with a suitcase full of books, so many ideas, and another cup of coffee!
General	General	Rose	One of the fun things about being an early morning riser Sundays at @Norwescon is the chance to see where the Easter eggs are hidden. Spotting these made me smile.
General	General	Rose	Thanks for another cheerful event day, @norwescon ! It's good to be back! See you tomorrow for the last day, 10am to 4pm!
General	General	Rose	Mood. @norwescon (Attached photo is of a ribbon with a unicorn and text that says "I am so freaking happy I could fart sparkles")
General	General	Rose	I walked into the hotel today, rounded the corner towards Registration, and encountered the extraordinary. All the people I saw, even though I knew none of their names, I knew them. The artists and costumers, the readers and writers and viewers, the dealers and consumers. I was among friends. I was home.  Thank you to the Con committee, the volunteers, the panel, the people who donate, and the hotel, for making it possible.
General	General	Rose	It went off very well. I want to thank all the people who worked so hard, and for such long hours, to make it happen.

Department	Area	Type	Statement
General	General	Rose	It was a weird year, but I'm really glad I got to be there. I definitely enjoyed it. I appreciate the safety protocols, but I'm really looking forward to a more normal convention sometime (hopefully) not too far in the future.
General	General	Rose	It was small but so heart-filling. Thank you!
General	General	Rose	Thank you to all the Con friends (old and new) for a memorable weekend. Pre-Registration has been accomplished and I'm already looking forward to next year.
General	General	Rose	This weekend was so good! Making new friends and hugging old friends.
General	General	Rose	I give great kudos, to the leadership of the convention and the volunteers who have made this possible. I look forward to learning from these experiences, for improvements and planning for future conventions.
General	General	Rose	It was very nicely done; you folks worked so hard, but it was smooth from the point of view of panelists and attendees.
General	General	Suggestion	Our fandom is graying, it really showed this year. We need to find ways to attract younger fans. A lower membership price for people with student (military?) IDs might bring in younger people.
Chair	General	Onion	<p>Dear NorwesCon Planning Committee,</p> <p>I wanted to share my opinions and experience with Norwescon 44. Back in July of 2021 we reserved rooms at the DoubleTree under the NorwesCon block. We were excited to attend, bullish that we'd be back to some semblance of normalcy by April of 2022.</p> <p>Unfortunately, we missed the call for the limited ticket sale in early March, late February timeframe. By the time we realized our miss, all tickets were sold out. This resulted in us have a booked reservation at the Con's hotel, but with no means to actually attend. Worse, we had a cancellation policy that required us to cancel by February 11, 2022 or pay 1 nights accommodations; in short, we owe DoubleTree monies for a decision by NorwesCon.</p> <p>I appreciate that this year's decision was unprecedented. That said, from the outside this feels like a decision that should have more seriously considered the ramifications to those who've already expressed considerable interest in the Con by reserving hotel rooms well in advance.</p> <p>More to point, I think the committee made a mistake when it did not take into account that a hotel reservation is tantamount to a Con reservation. In precluding any kind of pre-sale, or otherwise assuming a hotel room booked through the Con block automatically reserves tickets up to 2-4 weeks prior to the Con feels like a huge slight to us who seriously plan well in advance of next year's con.</p> <p>This year's decision to limit tickets without considering some of the ramifications for those of us who've already all but put money down feels like a singularly enormous oversight, and frankly it's hard not to be hurt by what feels like a callous decision. Maybe there are use cases I'm not fully considering, but this year's decision and subsequent inability to attend the Con really has dampened our enthusiasm for this and subsequent cons run by this committee.</p> <p>Sincerely, (signature)</p> <p>P.S. I fully appreciate the enormity of the logistics involved, along with the financial liability associated with running these yearly cons. That said, this year feels like a massive let down and it's not due to the pandemic itself. I'm trying to give the Committee the benefit of the doubt, but it's impossible to not be severely disappointed in something is a highlight for us every year.</p>
Vice Chair	Hotel	Mixed	Clean and staff was friendly but having more milk and food options to accommodate dietary restrictions would be lovely. Personally, I would enjoy a microwave in all tower rooms but I was happy for the refrigerator added to the rooms
Vice Chair	Hotel	Onion	Broken elevators.
Vice Chair	Hotel	Onion	Doubletree, as noted during O&R, needs to step up their stuff.

Department	Area	Type	Statement
Vice Chair	Hotel	Onion	No party rooms (Defcon, etc) Yes there were some on the penthouse level but it's not the same.
Vice Chair	Hotel	Onion	Not impressed with the hotel service or meals.
Vice Chair	Hotel	Onion	As the weekend went on the restaurant staff started to show burnout, by Saturday night the service was awful (slow, wrong items being brought, would disappear for 15+ minutes).
Vice Chair	Hotel	Onion	Hotel room cleaning service was a joke. Let the front desk know early Friday would like the room cleaned, never happened. I had to contact them multiple times (between 10am and 4pm) to get it done.
Vice Chair	Hotel	Onion	The music level near the Espresso stand was a bit high for the club tables. Ask the hotel to lower it next year.
Vice Chair	Hotel	Onion	Long shot, but does anyone have parking advice for #nwc44? I was there for three hours today and parked at the hotel and it cost \$26. Not sure I can do that every day and I've never seen that at a con before.
Vice Chair	Hotel	Onion	So, when y'all gonna come out and admit you hate room parties?
Vice Chair	Hotel	Onion	Just remembered an #nwc44 last night. When i asked at the info desk if there was a parking discount for con they said no. On Sat i found the machine by the Grands that gave parking discounts. Pls let the info table know for next year. (will have hotel though) :-)
Vice Chair	Hotel	Onion	Maxi's in the middle of nowhere (far away from rest of con) as always.
Vice Chair	Hotel	Onion	Realize the hotel can't put a microwave in every room, tried to arrange ahead, but then it wasn't available when they got to the hotel. Would be better if they knew it wasn't a guarantee, but "first come first serve", difficult to plan in that instance.
Vice Chair	Hotel	Onion	Normally eat dinner in the hotel restaurant. Did not do that this year; tried Thursday night but very disappointed in the quality of the food. Worse than Denny's and too expensive. Don't know what the hotel's done, it used to be really good, but this year it was awful. Even the breakfast buffet was sub-standard.
Vice Chair	Hotel	Onion	Food was worth nowhere near what they were charging.
Vice Chair	Hotel	Onion	Specifically for the suites: Understand why the hotel has cut back on housekeeping, don't mind using towel more than one day in a row. But the suites don't have towelbars or hooks to hang towels to dry. Those need to be installed.
Vice Chair	Hotel	Onion	Fridge didn't work well, had to call about six times, took several hours for them to actually replace the fridge.
Vice Chair	Hotel	Onion	Restaurant food was a mixed bag. Thursday it was okay, Friday was worse, Saturday was impossible. Was there for half an hour before got any service, had to speak to the manager several times due to dirty table, late service, brought check but not food, eventually got wrong item and took a long time for that to get corrected and still wasn't done correctly.
Vice Chair	Hotel	Onion	Wife called to order room service coffee; they didn't tell her that room service wasn't being offered at this time, sent housekeeping up with coffeepots. Took several tries with several people to get a carafe of coffee, eventually found out from front desk that there wasn't room service. Coffee shop eventually provided a carafe from the back. Communication wasn't there; all they had to do was tell them they weren't doing room service coffee and they'd have gone to the coffee bar.
Vice Chair	Hotel	Onion	Checked out, the bill seemed high. There were \$200 billed over what was expecting. Part was for eating in the restaurant, which hadn't happened; and the first day's charge that we paid in advance hadn't been credited. Had to go back and check out a second time to get it corrected.
Vice Chair	Hotel	Onion	Prior years have been able to come in on Wednesday, wasn't able to reserve Wed-Sun, had to reserve Thurs-Sun, need more dates on the con room blocks (wing dates).
Vice Chair	Hotel	Onion	Chair seating; Some panels chairs were spaced, some were hooked together, led to people standing because they didn't want to sit too close to other people.

Department	Area	Type	Statement
Vice Chair	Hotel	Onion	Another comment about the lack of space between chairs, especially when we were supposed to be social distancing, and sometimes a lack of spaces for wheelchair access with good sightlines, or difficult maneuverability especially in dark rooms. Unhooked chairs make it easier for disabled users to find good seating.
Vice Chair	Hotel	Onion	POC/Safer Space was just a room with couches. Could there be games, books, TV, something other than an empty room?
Vice Chair	Hotel	Rose	Hotel was very good about working with us and charging us the minimum rate even though we couldn't make our room nights.
Vice Chair	Hotel	Rose	Thanks to Pat for getting us the room we needed without any issues.
Vice Chair	Hotel	Rose	The hotel was great and the staff there did a great job. I like that they had a special menu for us this year, although it could have been a bit better.
Vice Chair	Hotel	Rose	Thursday the restaurant staff was great
Vice Chair	Hotel	Rose	Kudos to the con and the hotel for putting together a hybrid convention and being as safe as possible.
Vice Chair	Hotel	Rose	Room was great, front desk staff were excellent as always, cookies were still good.
Vice Chair	Hotel	Rose	Delighted that there was no housekeeping. Hotel was good at providing needed things on the first day.
Vice Chair	Hotel	Rose	Enjoyed having both Art Show and Dealers' Room so close — one-stop shopping with the new layout.
Vice Chair	Hotel	Suggestion	Other restaurants in the area often seemed overwhelmed. Suggest that we reach out to the restaurants around the hotel know when we're going to be here so they can plan to staff up during our weekend.
Secretary	General	Rose	Think Michael has done a hell of a job.
Secretary	General	Rose	Seconded (Think Michael has done a hell of a job.)
Business	Fundraising	Rose	To Adrienne for putting together the GiveBig campaign.
Member Services	Accessibility	Onion	POC Safer Space was just a few couches, felt haphazard. Some people tried bringing books and things in to make it more welcoming, wasn't very successful. Needs more attention paid to it.
Member Services	Accessibility	Rose	Caption screens were nice online too when they could be seen.
Member Services	Accessibility	Rose	Want to thank the folks who anonymously provided extra menstrual supplies for the baskets in the restrooms.
Member Services	Accessibility	Suggestion	Bigger screens for the captions would help.
Member Services	Accessibility	Suggestion	Strobe/flashing lights warning needed for the film festival and the dances.
Member Services	Accessibility	Suggestion	At the live post-con O&R there was some discussion regarding the POC Safe Space. Watching the chat, there seemed to be some confusion over what department was responsible for that space. I submit this may have been part of the problem regarding the room not being appointed as it should have been. Thinking about it, it seems to me the correct department would be the same one that is responsible for "hospitality". Is that Member Services? It is not included in the list above this text box on this form. Hmmmmmmmmmmm. I smell a pattern here.
Member Services	Art Show	Onion	Art show invoice said \$0, art show staff panicked until it was discovered that someone else had paid and picked it up already, but for a bit it was thought it was lost.
Member Services	Art Show	Onion	Art show did good work, but at one point couldn't tell if a piece of art was done by an attending artist or not and led to some confusion when trying to get more information.
Member Services	Art Show	Onion	Unclear - something about taxes here vs. in Tacoma.
Member Services	Art Show	Onion	Need more people buying art! (This is a good-natured "onion".)
Member Services	Art Show	Onion	Bidding/purchasing process is less than transparent for new people.

Department	Area	Type	Statement
Member Services	Art Show	Onion	<p>Hopefully this can help in the future.</p> <p>I wanted to make a purchase in the Art Show, full asking price of \$145. I was told I need to bid. No problem there. The current bid was \$95 and I was happy to pay the full price or more.</p> <p>I was asked for the membership number on my badge. I didn't have a badge, I was just attending for the day. They needed a badge number to generate the barcode tag for my bid. I couldn't bid without a barcode? Apparently not.</p> <p>I asked if the Art Show was open to the public. Yes. I asked if the public was encouraged to buy. Yes. How can they if they don't have badge numbers for the required barcodes?</p> <p>Can I come back tomorrow for the live auction? I wouldn't need a barcode for that. No, it's not possible for me to come back tomorrow. I really would like to make my purchase. Please take my money.</p> <p>In the end I left empty handed. Sorry for the long-winded tale. I do hope a less rigid system can be arranged going forward.</p>
Member Services	Art Show	Rose	Great show (seconded).
Member Services	Art Show	Rose	Was another good show.
Member Services	Art Show	Rose	Appreciated the new layout.
Member Services	Art Show	Rose	Liked the new setup, more of an open feeling.
Member Services	Art Show	Rose	good job! even though the art show was smaller this year, the pieces in the show were up to the usual high standards of the art show. doug did a great job of running the show.
Member Services	Art Show	Rose	Thank you everyone for an awesome weekend! This was my first time in the art show and your support was wonderful
Member Services	Art Show	Rose	It feels so good to be back! I wanted to say thank you to everyone- I have met so many amazing people this weekend while connecting over my artwork and the outpouring of love means more than you'll ever know.
Member Services	Dealers Room	Mixed	Liked using G3 for dealers, BUT the 3 aisle was strange, as it made you walk one of them twice if you wanted to do a full circuit of the room.
Member Services	Dealers Room	Onion	Dealers Room seemed smaller this year. Was this because of number of attendees, or number of dealers interested? (Answer: A little bit of both.)
Member Services	Dealers Room	Onion	Tiny dealer room, same old stuff for sale
Member Services	Dealers Room	Onion	Also what was up with the dealers room being so small? I hope that does not continue into the future.
Member Services	Dealers Room	Rose	Really liked the new setup. A little smaller, but felt like it created some energy, there was a lot of cool stuff to see.
Member Services	Dealers Room	Rose	Also liked the new location, it drew people down that hall, and with the three aisle layout, even though it was smaller, it felt less crowded (not just because we had less people) and easier to get around. Dealers seemed to be having a good time as well.
Member Services	Dealers Room	Rose	Was better for wheelchairs.
Member Services	Dealers Room	Rose	Thanks to Michelle and the Dealers Room for working with Programming and some pros who wanted to make sure their table was secure. Was handled smoothly and quickly.
Member Services	Dealers Room	Rose	1st time at Norwescon for us at Witch Way Books. Very well ran con. One of the best we have been to.
Member Services	General	Rose	To Michelle for handling some last-minute changes.
Member Services	Hospitality	Onion	I missed having a hospitality room. I never saw anything set up in the multipurpose room that was designated for hospitality and things.
Member Services	Info Table	Rose	Info table staff was always very friendly and knowledgeable.
Member Services	Little Free Library	Rose	LFL was amazing; so many books going out. Also thanks for getting rid of books from the storage space. Was great to see people picking up so many

Department	Area	Type	Statement
Member Services	Little Free Library	Rose	LFL was wonderful.
Member Services	Little Free Library	Rose	Our table was next to the LFL, was exciting to see the airline crews stopping by.
Member Services	Little Free Library	Rose	Liked the Little Free Library (seconded, applause).
Member Services	Lobby	Onion	LFL was often blocked by two or three people looking at the books, might need more access/space.
Member Services	Lobby	Onion	Lack of Artist Alley and one-on-one demos was missed.
Member Services	Lobby	Suggestion	We used to have the approachability red/yellow/green clothespins, could those come back?
Member Services	POC Safer Space	Mixed	Though it was a nice gesture to having the space but it was rather disappointing to see a room with couches lining the wall. The second day I did see that Lysol wipes and five children's books had been added. But as a bookcon it would have been really nice to set up a small library in there along with a deck of cards or games and possibly water. Also a printed guidebook or screen with listed all the panels/events for the day. Overall it was not the most inviting space.
Member Services	POC Safer Space	Suggestion	Build a list of BIPOC writers and artists, contact BIPOC pros for suggestions, bookmarks, etc.
Member Services	Registration	Mixed	No NWC 44 shirts for sale, no swag bag (but the free books were nice)
Member Services	Registration	Onion	Endless reg line. We're all registered. We all had the forms. Why did it still take an hour to get through? Just mail out the badges/print them ahead of time already.
Member Services	Registration	Onion	I also missed the swag bags at registration, I understand why this practice may be ancient history but I'm a little sad they are gone.
Member Services	Registration	Rose	Shortest time ever being in line for registration at any Norwescon. Everything went really smoothly, no problems. Reg department deserves a pizza party.
Member Services	Registration	Rose	Pre-registration for NWC45 — really nice to have the QR code up to do it on phone and go to cashier instead of waiting in line for two kiosks.
Member Services	Registration	Rose	Registration does an amazing job. Short lines, and great assistance with problems with the computers. Even with the Covid changes, everyone was friendly and patient.
Member Services	Registration	Rose	Lobby setup for registration was good, everyone seemed to be moving through the line quickly, without complaints, and without clogging the hallways.
Member Services	Registration	Rose	This was my absolute first Norwescon. I had a great time. First, I volunteered with registration; which is my home at other cons. I met a couple friends, a few new Facebook friends & heard tall tales of cons gone by. Jeffrey (jeffrey, jeffrey, jeffrey) was the lead for registration & reg seemed to run smoothly with only few hiccups. Jazzy, Missy, Chris, Jeff & Jeffrey's wife & two other persons I cant remember their name; we all did great, I think. If Norwescon & Jeffrey need me, I would love to come back & help registration next year.
Member Services	Registration	Suggestion	Also, an idea, give us the opportunity to pay an extra buck or whatever to get our badge mailed to us; have a barcode or qr code on it that we can scan at con to check in. If we forget or lose our badge, then we can wait in line to get a new one for \$30. Those of us who don't, though, will love not having to stand in line in the hallway for 40 minutes.
Member Services	Registration	Suggestion	For future cons it would be great if we had either pronoun ribbons/pins or the option to have our pronouns printed on the badges.
Member Services	Registration	Suggestion	We should add a check-box to registration:  Norwescon is entirely volunteer-run. All of us working together is how we get to have a convention! Even a couple of hours helps:  ___ Please contact me about volunteering.
Publications	Badge	Onion	Compared to prior years, this year's badge was hard to read. Poor contrast between background and text.

Department	Area	Type	Statement
Publications	Daily Zine	Onion	Would have been helpful if the zines came out early in the day instead of the afternoon/evening, and needed more information.
Publications	Daily Zine	Rose	Loved the Daily 'Zine.
Publications	Graphics	Suggestion	We also may need to outsource some of our graphics needs, which proved hardest to fill this past year.
Publications	Grids	Onion	Grids at pro checkin used about five a day; were wanted by some, but paper usage was down this year.
Publications	Grids	Rose	Printed daily grids were very popular, people also appreciated the grid on the monitor display. Guidebook was a harder push. Program books lasted until mid-day Saturday by only handing to those who specifically asked.
Publications	Guidebook	Onion	Guidebook posted notices of changes in panels and schedules, but I never understood what the change had been, e.g. added a panelist, changed time, etc.
Publications	Guidebook	Onion	I had been planning on using the convention weekend to step away from the phone. The guidebook program worked great but the concept sucks. I want an ink and paper pocket program.
Publications	Guidebook	Rose	Loved the Guidebook app, great to have that info on the phone.
Publications	Guidebook	Rose	Major improvements in Guidebook over the past years, like the direction its going.
Publications	Guidebook	Rose	Guidebook was very useful to AV services in monitoring the virtual convention.
Publications	Guidebook	Suggestion	On Guidebook, there's a place where participants can put links to books, lists, etc. Had one panelist who was handing out business cards. If panelists were notified ahead of time that they could provide content to Guidebook, that would help.
Publications	Guidebook	Suggestion	BIPOC outreach; list of BIPOC authors and artists for Guidebook.
Publications	Photography	Onion	Friday a photographer beckoned for a photo; didn't like being singled out and asked when wasn't near the photo area.
Publications	Program Book	Onion	I prefer physical/printed copies of schedules and the program book.
Publications	Program Book	Onion	SQUEEZE the 2023 budget so that a PRINTED program guide is done-backwards compatibility is still important until ALL the baby boomer fen are dead and gone- like me. Just because you can, does NOT mean you should, show some institutional memory wisdom, PLEASE.
Publications	Schedule	Onion	Saw Facebook note about schedule with PDFs, made notes, and there had been lots of changes. Not sure why there were so many changes within a week. Minor frustration, still found all the panels we wanted.
Publications	Schedule	Onion	Got some complaints about not having the pocket program book, few and far between.
Publications	Schedule	Onion	I was disappointed that the Burlesque show was not listed on the Green Room activities list. Luckily security did arrive but when we first got access to the green room, con attendees were walking in as we were trying to change. Though everyone was listed on the professional page on website. There was little to no tagging of performers to their pages. Since we are working fairly uncompensated (judges/panelists) the social media publicity is what we can utilize to leverage our time spent.
Publications	Signs	Onion	It wasn't until the next day that I found out that there was an online guidebook where panels and games were scheduled. Where were guidebooks advertised? Why are there not posters EVERYWHERE explaining to con-members where to go? I'm a simple man, a little slow, but that lack of advertisement for anything was appalling. [...] But why is there no advertisement for the rotunda outside the guidebook app?

Department	Area	Type	Statement
Publications	Social Media	Suggestion	IMO, Social media and promotions need to be their executive position and not under Publications. You need someone who can devote 100% of their time to that and not have it split with other Publications duties (which are considerable). Social media and website need to be expanded and how we manage them needs to be thoroughly reconsidered as while we do a great job of making all of our web presences have a consistent look and feel - we are not always able to respond as quickly as we should. And we need to expand to platforms that appeal to a younger audience (Instagram needs to be expanded at the very least. We have 1000 followers on Instagram so the audience potential is there).
Publications	Website	Suggestion	Also, if the Panel Suggestions part of the website could be active pretty much as soon as the last con ends, so ideas that occur during the summer don't get lost.
Convention Services	Accessibility	Onion	@norwescon, where are the ramps on the raised stands for presenters at panels? The steps don't even have a short railing. I can walk on flat ground but stairs are basically unnavigatable for me without leaning on a volunteered arm of a stranger who saw my distress. #Norwescon44
Convention Services	Accessibility	Rose	Instant captioning was cool. Sometimes it was cool for the wrong reasons, as it wasn't always accurate and what it printed made people laugh...
Convention Services	Accessibility	Rose	Just noticed the fabulous speech to text software in on of the streaming panels. Thank you for that! What is the program? #NWC44
Convention Services	Airmeet	Mixed	Some of the room hosts for those of us who had to attend virtually were excellent, but many were . . . not.
Convention Services	Airmeet	Mixed	<p>Airmeet generally worked and panelists were understandable. A few panelists pushed the mics away or angled away, not understanding the effect on sound. There were a few technical difficulties with the sound feed and some tenacious hosts/techs fixing it.</p> <p>I understand keeping to a schedule, but there were a few panels that were in the middle of wrapping/summing up when the feed cut. If that's something in the settings and not room hosts cutting the feed, perhaps set it to :55 for any panels running a little over.</p> <p>Comments and questions from the physical audience were not audible. A few panelists repeated the question, acknowledging the Airmeet audience.</p> <p>For a few panels, a computer screen was visible in the foreground with a scroll of what was being said. I assume that was an accessibility service. It would also be nice to have available on Airmeet. I seem to recall that captions was an option last year, but I could not find a setting for it this year.</p> <p>The framing of the camera was...interesting. I can understand including the projection screen, but none of the panels I attended via AirMeet use it. The result was the panelists being relegated to the lower left and lower right corners of the screen and 'dead space' in the upper two thirds.</p> <p>Most virtual room hosts were good about entering panelists names in the chat.</p> <p>I appreciate being able to replay a previous Airmeet panel for those that occurred when I had to be somewhere else.</p> <p>Even if I had attended in person, I would have appreciated the option of attending some panels virtually. It gives me the option to still 'attend' a panel if the room is crowded or when I also need a mask/food/public break, or there are two panels I want to see scheduled at the same time (replay).</p>
Convention Services	Airmeet	Onion	I feel like I paid full price (at pre-registration last year, in the foolish belief that surely the pandemic would be over by now) and got an extremely inconsistent experience with constant reminders that not risking serious disease to attend in person made us less important than those who don't care about becoming plague vectors in their communities.
Convention Services	Airmeet	Onion	Live attendees have, at least in theory, the chance to catch panelists in the hall outside, after a panel. As remote attendees, we _don't have that option_. We rely entirely on the room hosts, and this year we couldn't predict whether we'd be treated like virtual attendees or ignored completely.

Department	Area	Type	Statement
Convention Services	Airmeet	Onion	By contrast, the room host for Portraying Disability in Fantasy ignored both the questions in the "Questions" tab. Despite there being 20+ virtual attendees for the Gaming Improv on Friday night, compared to five actually in the room, we were ignored completely. This is good for neither us nor the performers, who were stuck trying to do a show based on audience input with extremely minimal audience input.
Convention Services	Airmeet	Onion	The streamed portion of several panels ended abruptly while panellists were still speaking, ten minutes before the hour.
Convention Services	Airmeet	Onion	I couldn't see [everything], of course, because the video froze partway through the session. Multiple people commented on it, including the fact that reloading did not solve the problem, but the room host didn't even deign to acknowledge us in the chat.
Convention Services	Airmeet	Onion	Very disappointed with the masquerade and burlesque streaming difficulties and the communication around them. It would have helped a lot if someone could have started at least telling us in the chat what the entry titles were as each one came onstage, once it was clear that the sound would not be fixed. We were told there would be a replay available with sound, but not when or how to access it. We were told that online attendees would get to vote on some sort of audience choice award but not how.
Convention Services	Airmeet	Onion	I found airmeet difficult to work with on my phone, but maybe that's just me.
Convention Services	Airmeet	Onion	The convention overall was great! My only negative comments are regarding the streaming - the masquerade had no audio on the live stream. We were told the replay would have audio but not having it live was disappointing. I also streamed part of the Saturday night dance and the burlesque show, which were both great, and I replayed one panel that was oddly framed (the panelists were at the very bottom of the screen. Most of the screen was the window behind them) but otherwise good. I only wish more panels had been made available, as the ones I was most interested in seeing but missed irl weren't streamed. I realize there are limitations and you can't please everyone, but in a perfect world there would be more streams available :) overall it was really good and I appreciate you making the option available for everyone!!
Convention Services	Airmeet	Onion	Airmeet seems to have some ongoing issues (on their end)
Convention Services	Airmeet	Onion	The sound and video dropping out. It wasn't until I watched most of the recordings that I realized how often there was no sound and the video feed disappearing as well. The masquerade was obviously a learning experience and having worked in theater most of my life I know tech is a lot of work and even more so at cons. It was hard to tell what was technical, user inexperience, equipment, and or wi-fi problems.
Convention Services	Airmeet	Onion	The video quality meant we could not even make out the panelists names. Thank you for typing them in the chat. Is there any way to have either a close up camera at the table or have the panelists bring an item to the camera? This was a problem for every costume panel as we could not see the show and tell. Costuming panels are popular so it would be great to actually see the costumes.
Convention Services	Airmeet	Onion	We had Airmeet streaming [the Saturday night dance] in a hotel room and the video feed kept cutting to ads that took up the whole screen. This was extremely annoying and unexpected.
Convention Services	Airmeet	Onion	A comment on Airmeet. This year the tables weren't useful, unlike Waypoint and last year. I had no interaction at the tables and had little need for a camera or mic.
Convention Services	Airmeet	Onion	It's a pity Airmeet isn't mobile-friendly so physical attendees could drop in more easily to socialize with virtual friends (or coordinate their plans by virtue of prescheduled table meetups).
Convention Services	Airmeet	Rose	The host for "Artoo Unit Has a Defective Motivator" was good at conveying virtual audience questions to the panel, and the one for Technology in Costuming was brilliant at it, even pulling out bits from the chat that they thought would contribute to discussion in the room.
Convention Services	Airmeet	Rose	Some of the panelists did not repeat the question and I really appreciated it when the tech for the room asked the panelists to repeat the questions before answering.

Department	Area	Type	Statement
Convention Services	Airmeet	Rose	All the effort was greatly appreciated for those of us at home. Immune compromised so this was the only way for me attend Norwescon.
Convention Services	Airmeet	Rose	Bought membership for next year only I am still not sure what the pandemic will look like next year. It is nice to have the option to go virtual. Nice option for during and after the convention so you don't have to make hard choices and miss panels. As I got older the masquerade on a hotel TV channel at conventions was a treat. Order room service and watch from the room. I like the recorded panels and events for the same reason.
Convention Services	Airmeet	Rose	I just wanted to give a hearty thank-you to everyone for your hard work! I live in Japan and used to attend Norwescon when I took trips home, which I haven't been able to do for the last two years. I was thrilled to have so much content available online this year, and especially delighted when I saw that you can replay the panels--otherwise I'd have had to be getting up in the middle of the night to see them live. I really appreciate this feature! I've researched other cons to see which might have so much going on online and not a lot of them seem to. I'd love it if you would use Airmeet next year, and think it might attract more international attendees if you advertised that replays would be available for a time! Thanks so much; I had a great time!
Convention Services	Airmeet	Rose	I want to thank all the folks at @norwescon #nwc #nwc44 for all their hard work. Not just for getting the convention together, but for not forgetting those of us who still can't yet attend. The video panels are outstanding. <a href="https://norwescon.org">https://norwescon.org</a> #WritingCommunity #writerslife
Convention Services	Airmeet	Rose	Thank you for holding the Virtual Con. Perhaps next year, we can have a normal Con without the bonus Covid restrictions.
Convention Services	Airmeet	Rose	It went well on the streaming side, thanks folks for doing in person content and still making sure that stream content was available for those of us forced into virtual attendance for whatever reason. Looking forward to walking the halls next year. #Preregistration #norwescon45
Convention Services	Airmeet	Rose	Kudos to the IT team and everyone who helped make recordings and streaming of the con possible, I'm really impressed with the wealth of content!
Convention Services	Airmeet	Rose	I'm highly impressed with the videography on the Airstream feed. It's polished and professional, and it's a pleasure to watch. Thank you for the opportunity!
Convention Services	Airmeet	Suggestion	Can a stationary room microphone be placed in the panel rooms? The panel guests spent a lot of time repeating audience questions in a very short time window.
Convention Services	Airmeet	Suggestion	If we wind up doing virtual & in person next year. Can I make a suggestion of almost like a space where we can chat with our friends that maybe you're going only virtual. Like a check in with the virtual con section? I know lots of streamers that even have like a secondary camera in their streams for people that are dancing from home when they're streaming in a nightclub.
Convention Services	Airmeet	Suggestion	A dedicated "virtual interaction" space at the convention is a neat idea. Noted.
Convention Services	Airmeet	Suggestion	Pre-scheduled gatherings could help with that - I'd have loved to hook up with an online crafter gathering but there was no way to interact to set one up at a specific time. If interest-specific gatherings were scheduled (and not against panels with the same interest) with at least one host willing to be there, maybe more people would plan and show up. Not sure how they would be shared as they wouldn't have links like scheduled panels, but there ought to be some way to make interest group gatherings viable and visible. Failing that, a noteboard or something where people who want a gathering or hangout where can say they will be at a table at a specific time if people want to come might be useful if it were visible/known to exist by attendees.
Convention Services	Airmeet	Suggestion	Is there a way of getting vods of the panels after the con for things we missed, or if we want to rewatch?
Convention Services	COVID Safety	Mixed	I know that limiting the people was a step to help keep down the spread of Covid, but it was sad that many people I knew did not make the cut before registration ended. I just hope that people come back next year.

Department	Area	Type	Statement
Convention Services	COVID Safety	Onion	kind of surprised we're so tightly packed in the room without more than one door open for the masquerade. Kind of going counter to your COVID protocols...well beyond standing room only at this point
Convention Services	COVID Safety	Onion	To be clear, I'm very glad I decided not to trust your "COVID precautions" (outlined at <a href="https://www.norwescon.org/con/memberships/policies-and-guidelines/covid-policy/">https://www.norwescon.org/con/memberships/policies-and-guidelines/covid-policy/</a> ) enough to attend in person. What I saw of the supposed "less compact seating to maintain social distancing" was packed chair-back to chair-back. Rather than adapt the Gladius et Scutum session to the realities of being in the middle of the sixth wave of a pandemic, the instructor urged people even closer together. His comment at the end that they were now opening the doors tells me that even "doors and windows will be kept open in panel rooms to increase airflow (if it's a cool spring, pack sweaters)" was a misrepresentation.
Convention Services	COVID Safety	Onion	Your promise before the convention was "less compact seating to maintain social distancing"  LOOK at this: (screenshot of burlesque audience members sitting in side-by-side seats)  And that's in addition to the people very close together on stage lecturing the audience about keeping their masks on while claiming "My mask has to be off to perform"  Somehow panellists sitting a reasonable distance apart managed to do entire discussions wearing masks, but these individuals are so exceptional that the rules don't apply to them.
Convention Services	COVID Safety	Rose	I truly appreciated the COVID precautions taken this year. I'm an at risk individual and felt reasonably safe throughout the convention. The smaller size and masking made the social part of the convention more difficult for me. Social engagement with fellow fen is a lot of the convention experience for me so I do hope things can be different at some point in the future. That said, I think the balance between a functional convention and safety was well done.
Convention Services	COVID Safety	Rose	Please continue to require masks and vaccines without exception. This allows me to feel safe attending.
Convention Services	COVID Safety	Suggestion	Carepackages for those who end up sick throughout the convention. I know we only had 2 people? in self isolation. but a package at the door cause they're missing the con to make them feel a bit better.
Convention Services	Discord	Mixed	Discord instead of Radios. In some situations it worked much better than radios, as you could see past conversations that you might not have heard if it had been on radio. Didn't work as well for "instant" communications, as people turned off notifications to keep their phone from constantly beeping.
Convention Services	General	Suggestion	Don't allow non-service animals.
Convention Services	Harassment Incident and Response	Comment	Intentions matter less than actions.
Convention Services	Harassment Incident and Response	Comment	Not one person who has served on the Exec committee hasn't wanted a better and safer convention. Nobody is paid, nobody can devote full time to the convention, we all do this out of our love of the convention. Need people who are willing to step and and help, not just say what needs to be done.
Convention Services	Harassment Incident and Response	Onion	NWC prioritized the comfort of a harasser over the victim. The harasser was banned for a year, but without knowing the identity, we can't keep ourselves safe.
Convention Services	Harassment Incident and Response	Onion	Reporting of sexual harassment incident caused more trauma to the victim than the incident. Process is opaque, no way to know what was going on. This is unacceptable. If NWC is to be a safe and inclusive space, needs to walk the walk; talking great, need to do better.
Convention Services	Harassment Incident and Response	Onion	Were promised there would be legitimate security at the burlesque show, was not provided.

Department	Area	Type	Statement
Convention Services	Harassment Incident and Response	Onion	No security covering the audience to handle the situation.
Convention Services	Harassment Incident and Response	Onion	Harasser should have been removed, shouldn't have been able to run into him. Feel that wasn't investigated, was interrogated and called the "primary investigator". Have been submitting reports of harassment for years and nothing has ever happened. Took too long for a response.
Convention Services	Harassment Incident and Response	Onion	After saw social media posts, reviewed policies, and don't think they're very well written around the subject of safety. Think there's a fundamental flaw in a complaint-driven system.
Convention Services	Harassment Incident and Response	Onion	Needs to be an independent board to investigate the complaints otherwise higher-ups may not be held to account.
Convention Services	Harassment Incident and Response	Onion	This should be handled in public, not behind the scenes in email. If I don't see something happening, I assume it isn't. Can't assume you have our best interests in mind; that's not safe for us. Transparency in processes is important.
Convention Services	Harassment Incident and Response	Onion	Have a policy on what you don't want, where is the public policy on what you will do when you find it?
Convention Services	Harassment Incident and Response	Onion	Seems to be a disconnect between the policy and the implementation.
Convention Services	Harassment Incident and Response	Onion	Seems to be a lot of white fragility.
Convention Services	Harassment Incident and Response	Onion	Norwescon released an inaccurate statement and failed to address this failure.
Convention Services	Harassment Incident and Response	Question	Is there accountability for the board or an external investigation?
Convention Services	Harassment Incident and Response	Question	Has the process been updated yet?
Convention Services	Harassment Incident and Response	Suggestion	Topic of safety needs its own meeting.
Convention Services	Harassment Incident and Response	Suggestion	Need to hire actual security.
Convention Services	Harassment Incident and Response	Suggestion	Any process around harassment needs to have victims as part of the planning process.
Convention Services	Layouts	Rose	Liked the experiments with the rooms and where things were placed. Some worked better than others, but was worth doing.
Convention Services	Logistics	Onion	Kids storage stuff got left out.
Convention Services	Logistics	Rose	Despite moving out of storage space and reorganizing and hadn't done this in a couple years, whenever they were asked "could we get X", it happened. The department works very well.
Convention Services	Logistics	Rose	Triple rose to logistics in general.
Convention Services	Logistics	Rose	Made sure Presidential Suite had a fridge which was super helpful and helped feed a lot of people breakfast.
Convention Services	Safety	Mixed	Onion: Covid. Rose: Convention's response.
Convention Services	Safety	Onion	During O&R, a cis male exec dismissed a member's concerns about the POC space.

Department	Area	Type	Statement
Convention Services	Safety	Onion	IMO the sexual harassment incident was not handled well as it could be at the very minimum. The way it was handled may have been in line with current policy but I think that policy is inadequate and needs to be rethought. Regardless of the victim's later actions towards her aggressor, she WAS harassed. And she has effectively won the war for public opinion. We need to do better.
Convention Services	Safety	Rose	Safety went above and beyond assisting the staff before and after the burlesque show, very respectful of the performer's boundaries, and when there was an incident during the show. One of the best safety crews we've worked with.
Convention Services	Safety	Rose	Backstage maps for Masquerade showing safety hazard.
Convention Services	Safety	Rose	Safety handling the incident during the burlesque show was amazing.
Convention Services	Safety	Rose	Kudos to members and staff for Covid safety. Never saw any issues with anyone about wearing masks or being safe around each other. Made me feel a lot more comfortable.
Convention Services	Safety	Rose	For keeping people updated on Covid post-con.
Convention Services	Safety	Rose	Backstage security was very respectful.
Convention Services	Safety	Rose	Had an instance where Kyle showed up in Pro Check-In to ask about a panel; nothing had been reported at that point. Later panelists came in and reported the incident, panelists were very appreciative that Kyle was already there. There were a few times over the weekend he came in to check up on panel issues, was very appreciated.
Convention Services	Safety	Rose	Rose to safety team for your hard and fast work under difficult circumstances. Your efforts are seen and appreciated.
Convention Services	Safety	Rose	As a performer this is very critical to my safety when it comes to being in a place that is outside my normal performance zone. The security team was stationed everywhere and even walked us to our room. They did an excellent job of attempting make sure that we were consistently watched over.
Convention Services	Safety	Rose	The safety ambassadors (all 10 or so of them) did an excellent job representing Norwescon. We look forward to growing the team in future years.
Convention Services	Safety	Suggestion	There's a lot of work to be done around safety, need to take some time to determine how we can do better. Encourage a dedicated meeting in the near future to look at these issues.
Convention Services	Safety	Suggestion	It no longer seems appropriate to have volunteer con staff offer safety/security. it is a lot to ask of volunteers. Raise the membership price and hire a third party.
Convention Services	Tech	Mixed	Lots of unintentional humor in the captions.
Convention Services	Tech	Onion	With Airmeet, was told that there was no replay ability. (Noted in-panel that this was a miscommunication, and Airmeet streams can be replayed until Airmeet closes.) Ideally, would have everything recorded and available after the con.
Convention Services	Tech	Onion	In Grand 2, screen was on one side and transcriptions on the other, could only watch one or the other, not both.
Convention Services	Tech	Onion	Captions occasionally got odd, sometimes inserting vulgar words that weren't actually said.
Convention Services	Tech	Onion	Captions need to be more accurate.
Convention Services	Tech	Onion	Had a difficult time getting volunteers to run the rooms and the two main stages; retention will be an issue going forward. It's a lot of work and want to give people as much as possible for helping.

Department	Area	Type	Statement
Convention Services	Tech	Onion	Was a major snafu at the Sat AM Masquerade rehearsal. Things fell apart, AV wasn't ready or prepared, don't know why and wasn't involved as staff. As a participant, it was kind of a disaster.
Convention Services	Tech	Onion	For main and second stage weren't nearly as many volunteers as they could have used.
Convention Services	Tech	Onion	Setup in some of the Cascade rooms, with a big screen in the middle and panelists split on either side, was not ideal. Please center the panelists and keep them together.
Convention Services	Tech	Rose	Everything worked better this year than in many other years. Didn't see any instances of tech issues while in person.
Convention Services	Tech	Rose	Loved the transcriptions.
Convention Services	Tech	Rose	Kudos to the stage crew, the setup was really good and great for performing.
Convention Services	Tech	Rose	Because of the microphones in the rooms, was able to use Microsoft Translate to get captions on phone, might want to consider that for next year.
Convention Services	Tech	Rose	Autocaptions in the panel rooms were great (even when occasionally amusing). Loved having that.
Convention Services	Tech	Rose	Ian's team for general awesomeness handling the programming things, Ben Schreiber took the ball with streaming for Cascade 9/10.
Convention Services	Tech	Rose	As a panelist, the AV team was super responsive in the Cascades; it was great.
Convention Services	Tech	Rose	Big kudos and thank yous to tech crews (lights, video etc.) for the burlesque and improv shows; did great work.
Convention Services	Tech	Rose	To Convention Services and the tech crew for the awesome job in supporting our online needs, from the hybrid con to the hybrid meetings.
Convention Services	Tech	Rose	To Elizabeth Thomas-Rodolf for putting together a really good AV Team.
Convention Services	Tech	Rose	Loved the screen in the main stage. Sound and video for dances and main stage events were excellent, professional, and reliable.
Convention Services	Tech	Rose	Jeri Lynn for being very good at computer instruction and her patience.
Convention Services	Tech	Rose	Closed captioning — flawed but I'm so appreciative!
Convention Services	Tech	Rose	To Dr. Owl for taking the time to teach young volunteers to hang stage lights.
Convention Services	Tech	Rose	Big, big, big congrats to your tech teams for the microphones in all the rooms, and particularly the closed captioning in the streaming room. For those of us who are hearing impaired, the prospect of a convention with masks was not a pleasant one, but we came anyway. The mics made all the difference. I could ALWAYS hear all the panelists. Please please please keep the mics, even after the masks are only a memory. Again, wonderful job by the tech team!!!!
Convention Services	Tech	Suggestion	A central IT troubleshooting desk would have been helpful.
Programming	General	Onion	One panelist was so engrossed in their device, they ignored and didn't respond to questions. Didn't seem interested in actually talking to people.
Programming	General	Onion	Was one of the panelists for Imposter Syndrome for fannish Creators, was told during the panel that there was a second Imposter Syndrome panel for pros, kind of drove home the imposter syndrome. Would appreciate more inclusions
Programming	General	Onion	People without solid internet access didn't have good program information. Needed better resources for people without internet access. (Couldn't find Masquerade rehearsals, weren't on grid.)
Programming	General	Rose	Brilliant as always

Department	Area	Type	Statement
Programming	General	Rose	Panels here are always phenomenal, they're what makes the convention so appealing to me.
Programming	General	Rose	Some of the panels were really very very good. Normally I don't like them because it's a conversation you watch; this year with fewer people there was more opportunity to interact.
Programming	General	Rose	The diversity panels this year were particularly good.
Programming	General	Rose	Consent panel had great panelists but a disruptive audience member, panelists handled it very well.
Programming	General	Rose	One of the staff provided their own charger for someone to use when their device died.
Programming	General	Rose	Rose for communication with Publications and use of Track Changes. Made the best of a late schedule after BBB.
Programming	General	Suggestion	On Guidebook, there's a place where participants can put links to books, lists, etc. Had one panelist who was handing out business cards. If panelists were notified ahead of time that they could provide content to Guidebook, that would help.
Programming	General	Suggestion	Love the author readings, but on Friday this year there were no breaks, would appreciate them being spread out among the days so that people can catch as many readings as possible and still get meals, bathroom breaks, etc.
Programming	General	Suggestion	For BIPOC outreach: Build list of BIPOC authors and artists, make available. Reach out to BIPOC pros for suggestions. Free stuff to give out in BIPOC room.
Programming	General	Suggestion	I noticed a few more incidents of unruly behavior from con goers. I believe a portion of that is due to the sequestering during the pandemic but some of that excess energy could be burned off some late-night programming. I do understand that the volunteers stretched and did as much as they could but there were definitely quite a few people who are looking for entertainment after midnight that was not available. I'm not sure if there's a clean answer but it was an observation
Programming	GOHs	Onion	Need GOHs sooner. I know it's hard, but it affects other departments.
Programming	GOHs	Rose	GOHs were awesome!
Programming	GOHs	Rose	Was amazing to have the Tacoma Poet Laureate at our con, they were an amazing panelist.
Programming	GOHs	Rose	Wonderful to have the whole "local hero" vibe.
Programming	GOHs	Rose	To Rob Carlos for making an art shirt! Such a kind soul.
Programming	Green Room	Rose	To the small staff who manned this all weekend. Did a great job.
Programming	NWW	Rose	Almost entire friend group was in the workshops this year, had lunch on Saturday, and they had nothing but wonderful comments to give.
Programming	NWW	Rose	Had one person apply, thought they could participate online, wasn't set up that way, but then the moderators worked with the other participants to get this person their critiques and make sure they were included.
Programming	Panels	Mixed	Panelists were fine but guests were no GRRM. (But I loved who you did get)
Programming	Panels	Onion	Post-con O&R was supposed to be broadcast but was cut off.
Programming	Panels	Onion	To be clear, I'm very glad I decided not to trust your "COVID precautions" (outlined at <a href="https://www.norwescon.org/con/memberships/policies-and-guidelines/covid-policy/">https://www.norwescon.org/con/memberships/policies-and-guidelines/covid-policy/</a> ) enough to attend in person. What I saw of the supposed "less compact seating to maintain social distancing" was packed chair-back to chair-back. Rather than adapt the Gladius et Scutum session to the realities of being in the middle of the sixth wave of a pandemic, the instructor urged people even closer together. His comment at the end that they were now opening the doors tells me that even "doors and windows will be kept open in panel rooms to increase airflow (if it's a cool spring, pack sweaters)" was a misrepresentation.
Programming	Panels	Onion	It was usually a struggle to navigate through the halls/bathroom to make it to another panel when they were back-to-back.

Department	Area	Type	Statement
Programming	Panels	Onion	I've understood for the many years attending Norwescon that its roots are in writing. But it felt as though that's all there was for panels this year. The few science ones were fine, but it really felt like it was lacking what makes me want to leave my room. I understand rebuilding after pandemic and all, so I'm hoping the panels become more diverse in the years ahead.
Programming	Panels	Onion	I really missed the hard science GOH and track. It is one of my favorite part of the con.
Programming	Panels	Onion	In the panels Finding Your Publishing Community and Dames, Damsels, & Dynamite, one panelist didn't wear their mask.  Even though I was a panelist, I didn't feel comfortable speaking up and I wish I had. And I wish I had alerted Programming.  It would be helpful with panelists' instructions to let us know (assuming next year is masked) if we should speak up to tell other panelists to put their masks back on or just report them.
Programming	Panels	Rose	Both of my kids loved every panel they went to, not just youth programming but also all the costuming panels. Had a good time and felt included among the adults.
Programming	Panels	Rose	Nearly every panel I went to needed to be 30-60 minutes longer than the allotted 50-60 minutes. In short, would have rather had less panels that were longer.
Programming	Panels	Rose	The panels I attended were amazing! Such a great selection to choose from and a really wonderful cornucopia of presenters.
Programming	Panels	Rose	i attended mostly the space panels, which were very informative.
Programming	Panels	Rose	All of the programing i went to was great. Seriously. It was a good year for programing and there were a few blocks where I was having to decide between 2 or 3 panels I wanted to attend.
Programming	Panels	Rose	The panels were great and intimate. The planned questions were a good idea - but perhaps asking the make up of the audience (for low attendance panels) would inform the panel to maybe skip some basic questions. Some panels did that, and it worked out great.
Programming	Panels	Rose	The panels that I attended went well and were interesting.
Programming	Panels	Rose	Panels were quite intriguing and diverse since many of the panels that I was interested in overlapped. It was enjoyable to have so many discussion panels that piqued my interest.
Programming	Panels	Rose	Had a fantastic 1st day at #norwescon! A thought provoking panel to start & a bumpin' dance w/ nice people to cap it off. Always enjoyed coming here & this is a fantastic reminder why.
Programming	Panels	Rose	Loved the diversity panel! Glad I could attend virtually!
Programming	Panels	Rose	@berlynnwohl is definitely one of the best @norwescon panelists.
Programming	Panels	Rose	@catrambo @norwescon that was a great session on flash fiction! Thank you!
Programming	Panels	Rose	I would like to thank Rob Carlos and Eric Vargas for being such good sports during their panel Character Illustrations. They didn't request an easel, paper and pens BUT they rolled with it and created a couple of cool Illustrations for the room and the virtual audience. Brittany Torres, thank you for sharing your illustrative process.
Programming	Panels	Suggestion	I'd also like to see more filk, which always seems confined to an out of the way panel room in late hours. Are filksingers discouraged from busking in the common areas? I think they should be encouraged (or at least the good ones )
Programming	Panels	Suggestion	We need to pivot and include activities youth want. More gaming? YA authors, etc. And we need to advertise via methods and channels that youth use. My son attended - but more because he always has. When we asked him about Norwescon - said we need to have stuff he was interested in and as of now, there wasn't much. I know someone his age who expressed interest in developing a plan to recruit youth.
Programming	Panels	Suggestion	It would be nice if there was a way of submitting ideas for panels for next year at the con, such as a suggestions box at the Info table.

Department	Area	Type	Statement
Programming	Panels	Suggestion	#nwc44 recap: Representation in Star Trek — Panel itself illustrated some of the issues; please, if you are a Trekkie of color or otherwise from a less-represented demo, we need you on these panels!
Programming	Stage Management	Rose	I really love the 10-minute warnings so panels can be kept in track.
Programming	Workshops	Rose	The one workshop I did went perfectly; great group of people that had a good time.
Programming	Youth	Mixed	Kids programming was very writing-oriented, which was interesting but not general enough for my 11-year-old's interest.
Programming	Youth	Onion	We were also disappointed to hear about the unofficial-but-every-year [egg] hunt that I guess my kids could have participated in? If they knew about it? Maybe?
Personnel	Cloak Room	Rose	Loved working there, hope to do it next year
Personnel	Con Lounge	Onion	Coffee went away too early.
Personnel	Con Lounge	Onion	Went in 15 times, at all times of day, never saw anything to drink except once early on Thursday morning when was told they were closed even though there was food on the tables.
Personnel	Con Lounge	Onion	Thursday at Volunteer lounge, food got so low, people were told they could only take a single item at a time. Next year need to have more options. Staff seemed frustrated.
Personnel	Con Lounge	Onion	Lounge hours supposed to close at 6pm, used to con suites being open for much longer hours into the evening/early morning. Stifled evening conversation and snacking.
Personnel	Con Lounge	Onion	Part of the problem with the food limits was that there was no signage, so people wouldn't know that they should only take one thing, and if they took two then they'd have one thing taken away from them or it would be put right back onto the tray, possibly a health concern.
Personnel	Con Lounge	Onion	Really miss Hospitality. The lounge looked nice, but didn't function nearly as well. Would like Hospitality to go back to what it used to be.
Personnel	Con Lounge	Onion	I worked in the Con Suite, and was a little disappointed when, after all the effort was made to keep the Suite safe and sanitized, the hotel staff put out unwrapped pastries and fruit that people could pick up, handle and then put back down for others to pick through.
Personnel	Con Lounge	Rose	Staff in lounge was very friendly and patient.
Personnel	Con Lounge	Rose	Big rose to the volunteer coordinator who reached out to ask for assistance, was very proactive and appreciated.
Personnel	Con Lounge	Rose	Cloak room was run wonderfully all weekend long by just one person, always cheerful.
Personnel	Con Lounge	Rose	Very convenient to have cloak room and volunteer lounge in the same spot.
Personnel	Con Lounge	Rose	New arrangement was a nice change.
Personnel	Con Lounge	Rose	Hard working volunteers making the best of the space. Always friendly!
Personnel	Con Lounge	Suggestion	Enjoying #nwc44 but so many traditional con social spaces are centered around food and beverage. NWC has made these as safe as possible but I hope that if present conditions continue we develop specific social spaces where folks are all masked.
Personnel	Hospitality	Onion	No on site food options except \$\$\$ restaurants or stale salads/sandwiches. Did I miss Hospitality or was there none?
Personnel	Volunteers	Mixed	staff/lounge/volunteer area. I know limited budget, but I think I saw food in their once all weekend. Loved the room, it gave us a place to meet and talk with people. Liked that we could bring outside food into the room, and have a place we could eat.

Department	Area	Type	Statement
Personnel	Volunteers	Onion	<p>Later on during the con, I got heatstroke. This was my own fault and I fully realize this. However: there was no nurse on con staff this year. I repeat: the largest sci-fi/fantasy con in the northwest didn't have a fucking CON NURSE actually on staff</p> <p>Sure there were people w/ medical training who attended and/or the con, but not actually people who were given the job of making sure that people aren't sick. As someone who is chronically ill, with chronically ill loved ones, I cannot stress the importance of a medical staff.</p> <p>What blows my mind about the lack of con nurse is that there were con nurses in the past, but for whatever reason that I cannot fathom they were cut. So clearly they were important, just not as important as mitigating a traumatic experience, I suppose.</p> <p>While I understand that safety can only do so much, it is the responsibility of the convention and their staff in charge of safety to make sure people are safe. This means believing victims and having people on staff prepared to deal with the sick and/or injured.</p>
Personnel	Volunteers	Rose	And wow, the volunteers busted a\$\$ working twice as long or more than they had signed up for. Congratulations on putting on a great Con.
Personnel	Volunteers	Rose	I had a great time! Volunteering was a great way to meet people and everyone I met was kind, helpful, and having a great time. I heard talk of a weapons checkbook for next year. That would be a fantastic addition to the con! Maybe we could call it The War Room? Just an idea 😊. Can't wait to see you all next year!
Personnel	Volunteers	Suggestion	We didn't have enough. And most of those we did have are aging. One possible idea for recruitment is approaching local high schools. Most high schools require each student to volunteer a certain number of hours to graduate. We might also want to consider approaching college anime and SF clubs about volunteering, attending, etc.
Special Events	Burlesque	Onion	Burlesque dressing room was far too far away from the performance space, had to go through hallways and public space. Was told that they couldn't change behind the stage as they had in previous years. Problem for the safety of the performers.
Special Events	Burlesque	Onion	Very disappointed with the masquerade and burlesque streaming difficulties and the communication around them. It would have helped a lot if someone could have started at least telling us in the chat what the entry titles were as each one came onstage, once it was clear that the sound would not be fixed. We were told there would be a replay available with sound, but not when or how to access it. We were told that online attendees would get to vote on some sort of audience choice award but not how.
Special Events	Burlesque	Onion	I'm not sure Norwescon is the right venue for Burlesque - sure it gives a whole diverse set of artists and attendees the stage but perhaps the halftime masquerade show is sufficient?
Special Events	Burlesque	Onion	The music that was played for a half hour leading up to [the burlesque xhow] while people were being seated was horrible! Listening to it was torture! Loud, gormless and formless, kinda western style music but no style at all really. And it was R E P E T I T I V E. Please play some real music, or no music at all, rather than that crap.
Special Events	Burlesque	Onion	There were two things off-putting enough about the burlesque show that I wanted to submit them. Firstly, the MC seemed very focused on getting money from the audience. Second, there was side-show act of glass eating that went on long enough that I left.
Special Events	Burlesque	Onion	The burlesque is really getting old. We need a shakeup.
Special Events	Burlesque	Onion	Enough with the burlesque. We need something new. The production quality and quality of performers has been bad for years. It is time to get something better than the existing dumpster fire.
Special Events	Burlesque	Onion	We need a change in who runs the burlesque shoe. It is poorly run and bad producers cause problems every year. It has been boring and stale for a long time. Time to have new people do it or have a new event replace it, like bringing back the Fannish Fetish Fashion Show.

Department	Area	Type	Statement
Special Events	Burlesque	Onion	I'm so tired of the boring burlesque. Can we get something new/fresh? People have been talking for years about how it is the same people doing the same boring stuff. Maybe something closer to fandom?
Special Events	Burlesque	Onion	Some people involved in the burlesque show have a litany of bullying and harassment allegations against them that people are afraid to address. It is time we pulled the Burlesque or the people who have run the Burlesque for far too long.
Special Events	Burlesque	Onion	The Burlesque performers shouldn't be able to extort participants for money. This needs to stop. Norwescon is not a grift.
Special Events	Burlesque	Onion	Some people involved are known abusers and attackers. Until they are removed from the burlesque, my friends and I will not attend. Norwescon should not allow people like this with records of harassing behaviors to continue this. They also have made our online community unsafe. They should not be allowed to continue.
Special Events	Burlesque	Onion	I'll describe the burlesque in 1 word: cringe. It has been cringe for the past few years. Can we please have something fresh and new?
Special Events	Burlesque	Onion	The burlesque- needs to go. Some involved are known for toxic behavior that has bullied me and my friends. Stop giving them a platform to make racist comments and make shaming statements about sex workers.
Special Events	Burlesque	Onion	Burlesque has been a cringeworthy mess for a long time now. Please replace it with something new.
Special Events	Burlesque	Onion	As a staff member who witnessed the organizers do nothing during the incident when they were present for the whole thing, I am appalled, and will not work at this convention while they are involved. It is also wrong for paid performers to solicit for tips. Nobody else does that.
Special Events	Burlesque	Onion	I am a staff member who is scared of some of the organizers. I am choosing to be anonymous because they are known for harassment and revenge. I felt very unsafe at the post Con meeting because of their yelling and conduct. I will not be back to another meeting until I hear they are gone. It was traumatizing for me, and their behavior should not be allowed.
Special Events	Burlesque	Rose	Burlesque production went really well. Tech, safety, execs, all worked with us very well, one of our best years.
Special Events	Burlesque	Rose	Burlesque show was amazing.
Special Events	Burlesque	Rose	Appreciated that the burlesque was streamed on the Airmeet. Was taking care of a sick dog, didn't want to miss it, but really appreciated being able to see them to home.
Special Events	Burlesque	Rose	For Amber for looking out for her people.
Special Events	Burlesque	Rose	Great time slot for the burlesque show
Special Events	Burlesque	Rose	The Burlesque show itself was a wonderful thing and everyone involved deserves thanks.
Special Events	Burlesque	Suggestion	As a way to prevent some of the issues that have arisen at the Burlesque recently, maybe try a policy of no late seating and no re-entry (with very prominent signage and advance messaging)? That could have the dual benefit of making sure everyone in the audience has to attend the etiquette presentation, and lets the safety team focus more on events in the room because they don't have as much to manage at a one-way door.
Special Events	Concerts	Onion	Only concerts on Friday was kind of boring for those people who don't like concerts.
Special Events	Dances	Onion	No dance on Friday night. Really miss finishing the day that way. Concerts you just sit and listen.
Special Events	Dances	Onion	When we go to the dances, I like older music that sounds like individual songs instead of five hours of techno beats.
Special Events	Dances	Onion	Missed having the Friday night dance.
Special Events	Dances	Onion	Wish the music had a wider variety of eras and more fannish favorites.
Special Events	Dances	Onion	Bar should have been in the same room as the dance instead of across the fishbowl.

Department	Area	Type	Statement
Special Events	Dances	Onion	We had Airmeeet streaming in a hotel room and the video feed kept cutting to ads that took up the whole screen. This was extremely annoying and unexpected.
Special Events	Dances	Onion	Why is there no Friday night dance??? 90% of why I go to ANY con is for the dances.
Special Events	Dances	Rose	Thursday night had more varied music.
Special Events	Dances	Rose	Loved having the dances in the bigger room and starting earlier rather than later.
Special Events	Dances	Rose	Loves the dances in the Grand again, would love all three nights.
Special Events	Dances	Rose	The slide show at the dance including vendors (dealers) and artists was cool!
Special Events	Dances	Rose	Dances were amazing. Please have them Thursday, Friday, and Saturday.
Special Events	Dances	Rose	The DJs for the Cyberpunk dance were excellent.
Special Events	Drag Academy	Rose	Drag Academy and Masquerade; eldest child greatly appreciated participating in both of them, felt very welcomed by both, particularly by the Masquerade.
Special Events	Evening Shows	Rose	Green Room in Evergreens was a good idea, but needs a monitor link so performers can see what's going on on stage.
Special Events	Evening Shows	Suggestion	For more adult events, maybe don't allow late seating to be sure everyone is present for the etiquette talk; also don't allow re-entry, would allow safety to focus on the room and not the door.
Special Events	Film Festival	Mixed	R (O?): First block each night was standing room only. Need bigger room.
Special Events	Film Festival	Onion	O: QR Vote code sign needs to be posted lower to the ground (not at a tall person's eye level) O: Room ceiling wasn't high enough, screen was as high as it could go, people in back could not read the subtitles as they were at the bottom of the screen. O: Many audience members said second block each night was to late for them. O: Never got the sign for "flashing lights in films".
Special Events	Film Festival	Onion	I wish someone had told me that there was one in German.
Special Events	Film Festival	Onion	No flashing light warnings in the program material, one person wanted to attend but didn't because they were afraid of lights.
Special Events	Film Festival	Rose	The Speculative Film Festival was a new thing this year and I loved it! I went to the first block to check it out and ended up going to all 4. The level of these short films was surprising. It was absolutely worth the 8 hours of my weekend that I spent there. The time that went into preparing that was appreciated. I really hope we see this back as a regular thing for future years. It would be improved by being in a room with an elevated screen and more seating. It was standing room for parts of it and, as a number of the films were foreign, reading the subtitles was difficult from much of the room with the way it was situated. Despite these challenges it was really well done. Kudos to Shawn and his team of judges.
Special Events	Film Festival	Rose	R: The equipment was setup and ready to go. Less than 3 minutes to setup and go. R: QR Vote for best film worked very well. Had paper ballots as well, but only 2 were used.
Special Events	Film Festival	Rose	Was a nice way to unwind at the end of the night, really appreciated having it here and would like to have it back.
Special Events	Film Festival	Suggestion	Needed more at-convention promotion of the film festival.
Special Events	Film Festival	Suggestion	Definitely need to have it again.
Special Events	Film Festival	Suggestion	Only a few of the films were captioned, and there was no indication of which ones would or wouldn't be captioned (or caption more of them).
Special Events	Games	Mixed	Fun time. Hopefully the gaming has more engagement next year
Special Events	Games	Onion	Wanted to play Werewolf, but didn't know where the Rotunda was and couldn't find it.
Special Events	Games	Onion	Rotunda and Maxi's are so far away from the main con.

Department	Area	Type	Statement
Special Events	Games	Onion	Had two groups of members ask when Artemis was happening; none of the Artemis signs had times and it wasn't on the schedule.
Special Events	Games	Onion	Games information was very late; half of scheduled games had to be uploaded to Guidebook on Wed/Thu nights after moving into the hotel. Jeffrey did a great job saving the schedule which had been neglected, but he was brought on and empowered too late.
Special Events	Games	Onion	<p>I go to Norwescon because my partner is in the art show. When I go to Norwescon, I love nothing more than to play Dungeons and Dragons, and Magic the Gathering. Unfortunately, I missed out on quite a bit because no one in the Moxxi's game room could tell me where or if there were D&amp;D or MTG. I was given the option to DM myself and hope people join or sign up for a Gothic Horror or Cheerleader RPG (not that I'm inherently against such things, I just had a simple, specific craving).</p> <p>It wasn't until the next day that I found out that there was an online guidebook where panels and games were scheduled. Where were guidebooks advertised? Why are there not posters EVERYWHERE explaining to con-members where to go? I'm a simple man, a little slow, but that lack of advertisement for anything was appalling.</p> <p>But why is there no advertisement for the rotunda outside the guidebook app? And why is D&amp;D and MTG not up at Moxxi's, there's PLENTY of room up there. Is it some sort of clique thing? Are we not turtle enough for the Turtle Club? Whatever it is the whole thing is poorly organized and needs to change. Be that all games located in one ADVERTISED area, guidebook handouts, posters with guidebook app ads, or game organizers that actually have a head of competence about them.</p>
Special Events	Games	Onion	The open gaming was a bit of a disappointment this year. I went up Friday and there were only 3 games going on in the whole area. The Demo Room where I like to poke my head into did not have any games going on this year because he was told there was not going to be room. He had the whole room to himself and nothing going on. Saturdays gaming was a little better with like 8 games going on, but there was nothing I saw that you had to sign up for or anything actually being run by anyone.
Special Events	Games	Onion	Several times tried to go to Maxi's for gaming but the elevator was disabled; when asked, was told the floor was closed.
Special Events	Games	Onion	My family was disappointed that gaming closed so early Saturday. If there are volunteer shortfalls, is it possible to put out a call for specific areas so we know we need to help?
Special Events	Games	Rose	Staff was great, always very helpful and friendly.
Special Events	Games	Rose	Some staff came in at the last minute, they did a great job and put in long hours, glad it went well.
Special Events	Games	Rose	Small but mighty crew, extremely efficient.
Special Events	Games	Rose	So finally, I reach Rotunda 1 where Tim from FKG is managing both D&D and MTG. That guy works his ass off. The amount of dedication and sweat he puts into running that Rotunda is amazing and honestly makes the other game halls look like a joke. He and his crew constantly help new players learn D&D while managing to run and judge Magic the Gathering tournaments, all might I add, while keeping a calm and kind demeanor. [...] Tim and his crew from FKG killed it this Norwescon, I will be coming back and hope I won't spend a day looking for D&D.
Special Events	Games	Rose	Thanks for a good time, and kudos for putting on a show during challenging times. Special thanks to the crew up in Maxi's for taking care of us in the gaming area and giving us a great space to put the Dragonflight library. We at Dragonflight Convention were happy to be a part of Norwescon's gaming scene again this year, and we look forward to next year!
Special Events	General	Onion	Had to have overnight radio operators stay late to open doors.
Special Events	General	Onion	Special Events personnel (performers, games pros) did not use Convivius and other procedures to collect their information and transmit it to Publications. Please respect deadlines and don't make us chase you.
Special Events	General	Rose	Veronica did a great job.
Special Events	General	Suggestion	Sad about the mess with Film Previews. Maybe find someone else to run it, the actual event was missed by many, who hosts it is not as important.

Department	Area	Type	Statement
Special Events	General	Suggestion	At the SFF many people asked if we would do "Let's make a movie" panels/ workshops again in the future. The people who use to do it, said they would do it again if asked.
Special Events	Improv Show	Rose	Improv was good
Special Events	Improv Show	Rose	Was very entertaining, and the all-ages show was a highlight of our 11-year-old's con experience.
Special Events	Masquerade	Mixed	Overall Masquerade was prompt and effective. The scoring system was good but I do wish it had been provided earlier than during con to allow us time to get acclimated. There was some more clarity needed on exactly the award that the judges were providing to the participants. There were a few occasions where the term judges choice with use it even though it was an honorable mention when discussed
Special Events	Masquerade	Onion	Main stage this year had technical issues, catwalk was missed in the Masquerade.
Special Events	Masquerade	Onion	Eliminating the 8pm check-in with different departments before the tech rehearsal created a lot of problems that day down the line.
Special Events	Masquerade	Onion	I was told that I could not sit as a companion with my disabled girlfriend in the Masquerade because the empty seats around here in the disabled seating row might be needed by others (they weren't and she was upset to have to sit alone).
Special Events	Masquerade	Onion	Onion-scented roses: The stage was a lot smaller than in past years, and the layout unfamiliar. Because of the incompetent/disinterested tech crew, we got very little opportunity to pace out our presentation on the stage.
Special Events	Masquerade	Onion	Rotten onions: Tech sucked. They were not ready on time, so we did not get a chance to run through the timing. I was never offered the chance to talk to the lighting man, and did not think the sound guy was very interested in the masquerade at all. Cues were not written down or, when written down, not followed.  Although we kept hearing that the masquerade is very important to Norwescon, I walked away with the impression that it was not. That, in fact, it was an inconvenience and that the half-time burlesque show was the real point of the evening.
Special Events	Masquerade	Onion	Very disappointed with the masquerade and burlesque streaming difficulties and the communication around them. It would have helped a lot if someone could have started at least telling us in the chat what the entry titles were as each one came onstage, once it was clear that the sound would not be fixed. We were told there would be a replay available with sound, but not when or how to access it. We were told that online attendees would get to vote on some sort of audience choice award but not how.
Special Events	Masquerade	Onion	The Masquerade needed to be in a larger room.

Department	Area	Type	Statement
Special Events	Masquerade	Onion	<p>This was not my presentation, so I wasn't responsible for filling out the entry or dealing with the tech instructions. Apparently there was not a place on the entry form to indicate your tech preferences - if not, there should have been. Ours should have been something like: [Blackout until prop is in place. MC reads title, lights up &amp; start music.] And that should have been made clear, and practiced, during a tech runthrough, as it usually is at Norwescon.</p> <p>But... we did not get a full or even cursory runthrough with a tech crew. We arrived on time. Our leader turned in our music file. She talked with the MC. The stage ninjas put tape marks down for the ideal location of our prop. And then we waited. Finally we paced out our movement on the stage to get a feel for how big it was, but this was in silence, on our own, no lighting cues or prop. I had to leave to be on a panel, and that was all. (It seems we were not alone in this experience.)</p> <p>So, that evening, what we got was: [As the previous entry is walking off, keep the lights up, let the MC read the title, and start the music before the contestants and their prop even start to go on stage, and continue as they barge through the curtain and rush to get in position. ]</p> <p>Note: if I had been closer to the front of our group I would have stopped when I saw the stage was not ready, and asked for a re-set with blackout. But I was too far away backstage to achieve this. The members of our group had done masquerades enough that we actually didn't look quite like the frantic chaotic embarrassing mess it seemed to us at the time. But it could have been so much better.</p> <p>If the Masquerade is going to remain an important part of future Norwescons, please work with the MD to provide or recruit an experienced tech crew that will understand that the MASQUERADE SHOULD BE MORE IMPORTANT THAN ANY [PAID??] ENTERTAINERS HIRED FOR HALFTIME.</p>
Special Events	Masquerade	Onion	Felt this year's Masquerade didn't go well. The planning sessions needed more publication outside of Guidebook for those who don't use mobile devices or can't get internet access. Rehearsals did not go well, with props in the wrong place, incorrect musical cues, and getting cut off. Felt disrespected and ignored. Got lots of excuses of tech issues or tech problems.
Special Events	Masquerade	Rose	Evergreen for Masquerade green room and judging was very handy.
Special Events	Masquerade	Rose	Drag Academy and Masquerade; eldest child greatly appreciated participating in both of them, felt very welcomed by both, particularly by the Masquerade.
Special Events	Masquerade	Rose	Joahanna was amazing. Focused on the participants, really enjoyed how she handled it. Also to Johnnalyn as den mother and everyone else on the crew.
Special Events	Masquerade	Rose	Roses: The stage crew and the green room crew were stupendous. The MC was witty and on point. The judges knew what they were doing. Setting up the green room where we actually had room, comfy chairs, and a chance to have workmanship judging done somewhere other than the service passage was nice.
Special Events	Masquerade	Rose	I think we should keep the Masquerade all ages half time show. It was excellent. And maybe have the half time show participants hang out in costume after for pictures and to advertise their acts outside of Norwescon.
Special Events	Masquerade	Rose	I know the crew was all (or nearly all) unpaid volunteers and that we were missing some key "usual suspects" this year. And I have nothing but high praise for the MD, the MC, and the ninjas/green room staff.
Special Events	Masquerade	Rose	Loved the number of entries we had at the masquerade, considering how small we were.
Special Events	Masquerade	Rose	Thanks to the other Masquerade entrant who also spoke German for their help in translating.
Special Events	Masquerade	Suggestion	Provide more room/ventilation for the masquerade.
Special Events	Masquerade Halftime	Rose	Thank you everyone!! This was my first time at Norwescon. It was also my first time back on stage since the pandemic. It was an honor to be on stage again in front of you! Everyone was amazing and kind. Also thank you Sparkle and Doom productions. I had such a great time.

Department	Area	Type	Statement
Special Events	Nerf/Lazer Tag	Onion	lazer/nerf tag did not work for late teens/early 20s. As my son put it, I'm not getting up that early for one of my favorite events. His friends basically said the same thing.
Special Events	Nerf/Lazer Tag	Rose	Having Lazer Tag in the morning made things easier to clean up.
Special Events	PKD Awards	Comment	I look forward to going back to a fully in-person PKD ceremony where we bring the nominees to the con.
Special Events	PKD Awards	Rose	PKD Awards is my favorite event, and even without the treats and my picked book not winning, was still very enjoyable.
Special Events	Single Pattern Contest	Rose	SPC judges made a judgement call for a contestant who was unable to attend due to contracting Covid pre-con. This person had worked very hard on a hat. The SPC got their info, reached out to them, and she was able to send in photos and participate virtually. Made me proud that the con was thinking creatively on how to allow those stuck at home to participate.
Special Events	Single Pattern Contest	Rose	<p>THIS IS WHY I AM A NORWESCON MEMBER, AND WHY I AM PART OF THIS COMMUNITY!!!!</p> <p>Laura and I popped positive for COVID-19 last Sunday and had to abort in-person attendance at NORWESCON44 this Easter weekend due to quarantine.</p> <p>Laura had done a slew of work on the pattern for the single pattern contest and had a hat all ready to rock and roll when suddenly we had to cancel. She had been communicating and sharing pictures with a fellow NORWESCON vet, and crafter/cosplayer, Angela Beegle.</p> <p>We're two days into virtual con when Laura gets a call from the single pattern contest judges asking about her hat: come to find out dear Angela had decided to enter my wifes work into the single pattern contest using the pictures Laura sent her.</p> <p>THIS MADE LAURAS DAY, AND MINE TOO!!!</p> <p>This type of friendship, and sharing, and inclusion, and appreciation, and community is what the whole damned planet NEEDS A LOT MORE OF!!!</p> <p>Thank you to Angela Beegle, and thank you to the folks at NORWESCON for reaching out this way, and including those who couldn't attend, for whatever reason.</p> <p>'Scuse me now, I gotta go get all the wetness of my face and get back to the con.</p>
Special Events	Single Pattern Contest	Rose	It made me proud to be part of this event and that ALL hats were able to be judged. Angela was showing all of us Laura's beautiful work. I, myself, was sad with the thought of just how much work was put into the piece, and it needed recognition. I was was so pleased when the judges were asking to get Laura in the phone to talk about her hat! It makes me so proud to be part of an amazing community!
Special Events	Tech	Rose	To all of the tech people for all their hard work keeping the Special Events events going.