

PENQUICON



APRIL 21-23, 2023
SOUTHFIELD, WESTIN



CONSENT



ASK FIRST

IS THE POLICY OF THIS CONVENTION

If your actions will alter the experience of another person, you are obligated to request their permission, and then *respect their decision*. This might be regarding someone else's property, or their personal space, or spending all of your time in the same locations as them.

What does ASK FIRST sound like?

"May I take a photo of you?"

"May I touch your costume?"

"May I kiss you?"

"May I squirt you with a water gun?"

"May I join you?"

What does consent sound like?

"Yes!"

Anything less is not consent.

IF YOU HAVE ANY CONCERNS
PLEASE CONTACT OPS @ 734-450-2617

Table of Contents

ConChair's Letter	4
Welcome to Penguicon 2022	5
Digital Schedules.....	5
T-shirts.....	5
Hotel Maps	6
Program Ops	7
How to Penguicon: A Primer.....	8
Accessibility	9
What's Happening in ConSuite?	12
Local Restaurants	13
Hotel	14
Volunteers	14
Penguicon Year-Round	14
Silent Auction.....	14
Guests of Honor	15
Eric Choi.....	15
Charles Cohen	15
Sylvia Hubbard	16
Emperor Penguin Award- Randy Bradakis	17
Events and Features	18
Maker Market	20
Maker Market Map	23
Puzzle Quest.....	25
Code of Conduct	26
Staff and Presenters	32
Penguicon History.....	34

Operations

On Site Operations, aka “Ops,” serves as the information center during the convention. Ops is open from noon on Friday through the end of closing ceremonies on Sunday. Some of the things we do:

- Volunteers location
- Address and resolve violations of the convention conduct policies
- Lost & Found

Twitter: @Penguicon

Phone: 734-450-2617

Email: ops@penguicon.org

Registration Hours

Friday: 10 am – 10 pm

Saturday: 10 am – 8 pm

Sunday: 11 am – 1 pm

You can find Registration outside the Algonquin Ballrooms C & D. For Penguicon 2023 we only have weekend memberships available. If you have questions about Registration, please contact the Head of Registration at registration@penguicon.org. Thank you for attending Penguicon 2023!

Your First Penguicon?

Welcome to the best multi-genre nerd convention ever! We're so happy you're with us. See our greeter table, near the main floor elevator bay, and they'll help direct you to our registration desk and show you around. Make sure to check out our Friday afternoon panel, “So This Is Your First Penguicon” and Opening Ceremonies to find out about what's going on! Have further questions or want to volunteer, swing by the Ops Desk located in the Algonquin Ballroom Lobby.

Design

Cover art by Rachel Quinlan <https://www.rachelquinlan.com/>. Layout & graphics by Amy Wright with graphics by Scott Kennedy.



ConChair's Letter

Dear Penguicon,

Welcome!

Thank you so much to the Board of Directors for allowing me to have this wonderful opportunity and journey. My team and I are super excited to be at the Westin again!! Our team, once again, was small but mighty and has worked through much adversity. Please take time to thank them as you pass them in the halls or on the socials.

It is my great pleasure to bring us face-to-face with Sylvia Hubbard, Eric Choi, and Charles Cohen. They each bring a distinct set of knowledge and passion to our event. Welcome to our community, Sylvia, Eric, and Charles! We are so glad you are in our midst.

While the GoHs are an amazing segment of each year, the part that truly brings me back every year is the amazing community we have. The passion you have and seeing what the amazing people share and teach over the weekend really makes Penguicon, Penguicon.

Penguicon is community-run, which means this all happens because of you! Whether you are Concom & Staff, GoH, Featured Guest, Presenter, Game Master, Volunteer, or a member attending panels; you all make this happen! Thank you for smiling behind your mask! And I truly appreciate your time and energy.

This is a group effort and it came together with countless hours of devotion and energy by this year's ConCom and Staff. To each of you on the ConCom & Staff from the depth of my heart, thank you.

I would like to thank all the Featured Guests, Presenters, and Game Masters for developing programming, sharing their expertise and knowledge and leading discussions on topics ranging and covering DIY, Tech, Open-Source, Speculative Fiction, Gaming, and so much more.

I would also like to thank Rachal Quinlan for the amazing Art you graced us with. It is truly an Elemental experience.

Penguicon is a community that I have been excited and energized to be a part of. I loved Leading the team this year. Next year, feel free to join us. There is so much to be done and many hands make light work! You don't have to have experience, just a willingness to learn, and a passion. And I know that you already have those because you're a member of Penguicon. Look for the Board announcement once they have selected a Chair for Penguicon 2024.

Let's get Elemental, Penguicon 2023!

~Dave "Ska" Green, Penguicon 2023 ConChair



Welcome To Penguicon 2023

So much awaits! Welcome! Head to the Algonquin Lobby for all of your Registration, Operations (helps with the entire event unfolding smoothly, handling conflicts, and providing help to all), and Program Operations (keeps our awesome events running smoothly and updates our Sched app and web site) needs is the best course of action. We've chosen to keep our Penguicon Discord server as the main virtual hub for all things Penguicon. You may locate our server at <https://discord.gg/N3escnGp7d> As you enter the server you will be taken to our #intake channel. Locate the Intake Message (Pinned at the top) and click on a react image at the bottom of the message to gain full access to the server.

All Discord channels within the Welcome Center category are open to the public. See our Welcome Center channel for much more information and help to get you started.

Links to any panel offering a virtual component (videos, pre-records, possible zoom events) will populate in Sched 10 minutes before start times.

If you have technical difficulties during the con please visit the Program Ops desk located in the Algonquin Lobby along the wall, between Algonquin B & C, or you can, contact support@penguicon.org or visit our #program-ops-desk channel in Discord and ask for help.

If you have other problems and do not have a room moderator, please text Lithie at 989-482-9096, post in the #program-ops-desk on Discord, or Email programops@penguicon.org.



Digital Schedules

This is the Penguicon 2023 Souvenir Book. Please look at our Sched App for schedule information.

The Penguicon 2023 schedule will be available on our website at <https://2023.penguicon.org/2023-schedule/> or: <https://penguicon2023.sched.com/>

Registered members can create a Sched account to build their own personalized event schedule and leave feedback about events they attend!

Members can also download the Sched app for iPhone or Android (Search the app store for the Sched App.) . Once they've downloaded the Sched App, simply sign in or create their account, then search for Penguicon 2023. Our staff will help, too!

To find simple guides on how to use Sched, visit:

<https://sched.com/guide-category/guide-for-attendees/>



T-Shirts

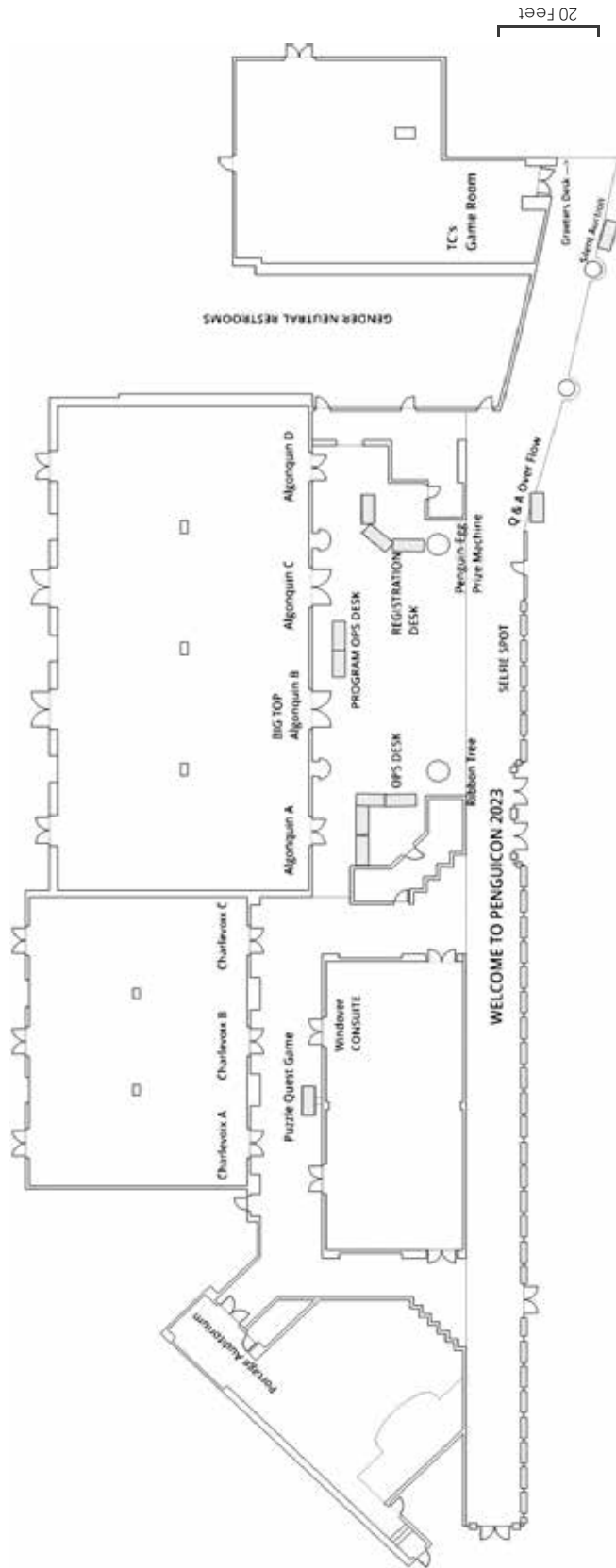
Penguicon 2023 t-shirts, stickers, buttons, and other items are available at <https://www.redbubble.com/people/Penguicon/explore?asc=u&page=1&sortOrder=recent>

Click on the images to see the full range of stuff available. There are designs in the shop from previous years as well!

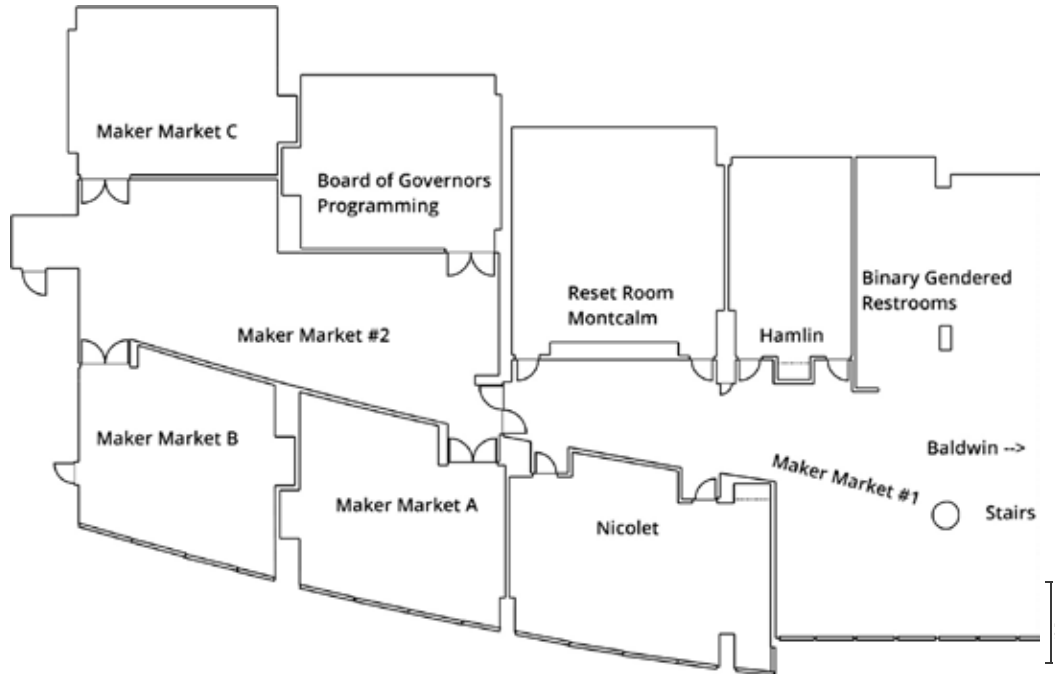


Hotel Maps

First Floor



Second Floor



Penguicon Program Operations (Program Ops)

Welcome Home Penguicon!

Find the Program Ops Desk in the Algonquin Ballroom Lobby along the wall between ballrooms B & C.

Program Ops is your one stop shop for all things programming during the event. Have a question, we'll find answers. Need a White Board, we can help with that. Have a tech issue? Holler our way and we'll get someone there ASAP. In short, we're here to help you get the most out of Penguicon Programming.

If you are a presenter and need anything regarding Programming during the weekend, you can reach Program Ops in a multitude of ways:

- Visit the Program Ops Desk in the Algonquin Ballroom Lobby.
- By Text: 989-482-9096
- By Email: programops@penguicon.org

We'd like to remind all members that food items should not be consumed in programming spaces unless it is a medical necessity. Let's keep those masks on while we revel in the magnificent programming throughout the weekend.

We're thrilled you've chosen to attend and present at Penguicon, and as always, Lithie(she/her) and Pete(he/him) are here to help. We're so very glad to be back home at Penguicon with you!

Program Ops Desk Hours:

Friday:	3:00pm - 10:00pm
Saturday:	9:00am - 10:00pm
Sunday:	9:00am - 2:00pm

After Hours:

- Text: 989-482-9096
- Email: Programops@penguicon.org

Head of Program Ops: Lithie Dubois -she/her
Asst. Head of Program Ops: Pete Cerra - he/him

How to Penguicon: A Primer

Welcome! Welcome! We're SO GLAD you're here. Seriously. And we'd like to introduce ourselves. We are Penguicon. We are not a comic con, a gaming convention, a Trekkie convention, or a sci-fi/fantasy convention. And yet, we are also all of these things! We are a collection of people who are geeks about everything that you can possibly be a geek about. If you really enjoy something, you'll find others here who love it too. We are also 100% volunteer-run, and a 501(c)(3) non-profit organization. Here are some things you should know about us!

Anti-Harassment and Consent

Let's get this out here right off, as it is VERY important to us.

Penguicon is committed to fostering an environment of comfort and safety for everyone. Attendees should refrain from actions that would limit, or threaten to limit, the safe enjoyment of the convention by another person.

We will not tolerate any form of harassment of convention participants, specifically in the form of gender, sexuality, relationship status, disability, physical appearance, body size, race, national origin, or religious discrimination.

Participants found to be engaging in harassment may be expelled from the con without refund.

If you are being harassed or witness harassment, and you need help, go to the Operations desk or

find a ConCom, Board, or staff member to assist you.

Please read our full Code of Conduct in this book for more information.

ASK FIRST! If the answer is not a clear, distinct "YES" (verbal or otherwise), then do NOT touch, photograph, hug, grab, take a video of, etc. This applies to everyone, including cosplayers.

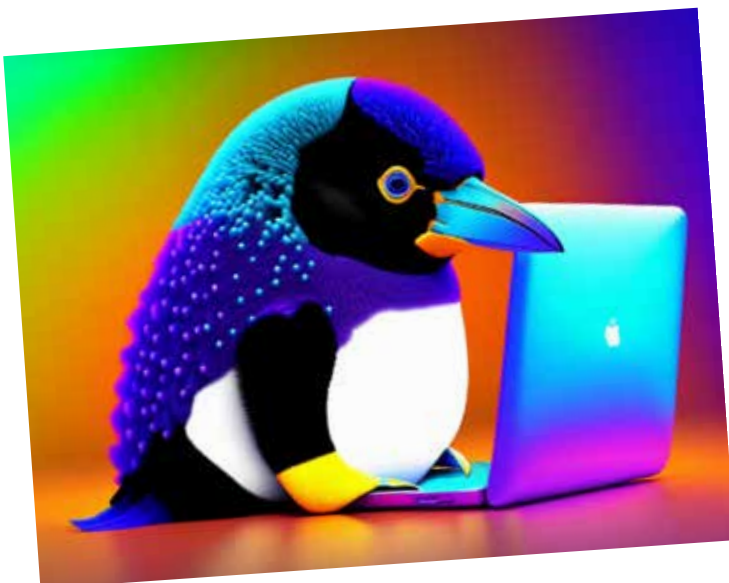
Guests

We do not have "celebrities" here. We have Guests of Honor. What is a GoH? A GoH is a fellow geek who is exceptional at something! Most of them aren't "mainstream famous," but within their own communities, they are legend.

Our GoHs do not come for the paid autographs. They aren't even paid to be here. They come because they love to share what they know and be a part of our community.

Events

All events are free to attend with your Penguicon badge. For events with "Limited Seating Available" included in the description, you need to go to that panel, and it is first come first serve. Sched will show you where and when events happen, and you may build up your own personal schedule.



Accessibility

Penguicon 2023 wants to make sure that our convention is an awesome and accessible one for all. In order to ensure an accessible convention, we have created an Accessibility Department. If at any time you have anything you wish to discuss, contribute, or inquire about regarding accessibility at Penguicon, you can email accessibility@penguicon.org or conchair23@penguicon.org. If you have any accessibility concerns during the event, please visit the Operations Desk.

Accessibility Changes

In order to remove barriers, Penguicon 2023 is making changes to previous accessibility standards. While we are aware we may not cover every accessibility issue, we are working hard to remove as many barriers as possible. We are open to any input you may have.

Hallways:

All Public Venue hallways will have blue tape on the floor to indicate Traffic Zones. We ask all attendees to look down and not stop to talk in Traffic Zones. We are moving our consuite into the Windover room this year to allow more accessible access. Makers have been moved to the 2nd floor, in the Salon and the surrounding Board Rooms.

Elevators:

Each person with a disability gets priority access to elevators. Please speak to a staff member if you have any difficulty getting onto the elevators.

Accessible Seating:

Every official Penguicon Programming/Event Room will have blue taped zones for Accessible Seating. Each area of accessible seating will have space for bags and wider rows for service animals.

Assistive Listening Devices:

Penguicon has purchased several Personal Assistive Listening Devices for those attendees with hearing impairments. These will be available for check-out at Ops.

Mobility Devices:

Located at Ops, any attendee may come check out any of the following mobility devices:

- One Manual Wheelchair
- One Extra Wide, Heavy Duty, Rollator Walker
- One Cane

Digital Documents:

Penguicon 2023 is working with Sched again this year, which means a digital copy of the programming schedule will be available online and in our app.

There will be digital copies of our Souvenir Book. For accessibility purposes, the Program Ops Desk will have printed copies of each day's schedule, for members to utilize if necessary.

Our website has an accessibility toolbar on the left hand side for the visually impaired.

Service Animal Accommodations:

Penguicon welcomes Service animals. If you'd like an "honorary" badge, at no charge, for your service animal, please visit our Registration desk. This is not required, but done because we love and honor our Service Animal members.

The Consuite will have fresh water for service animals available upon request.

Knowing that further, detailed information may be needed for an attendee to be able to make educated decisions about attending our convention, we are providing detailed information below.

Event Location

This year's Penguicon will be held at The Westin Southfield Detroit, in Southfield, MI. and in the adjoining Executive Meeting Center (EMC).

The Westin Southfield Detroit: 1500 Town Center, Southfield, MI. 48075

The Westin is an ADA Compliant hotel and meeting center. To access any official event or function in either space, there are stairways as well as elevators. Each public restroom has an accessible stall in it. All guest entrances to The Westin are accessible entrances.

Ground Transportation:

The Westin Southfield has a very large entry space with automatic doors, a roof overhanging the pick-up location, and accessible sidewalk space for waiting for transportation.

The closest SMART Bus stops are at 10 Mile/ Evergreen (about two blocks southeast of the hotel), and Evergreen/Goldwin (one block east of the hotel). SMART Routes 730 'Ten Mile Crosstown' and 405 'Northwestern' serve these stops Monday through Saturday. SMART's entire bus fleet is low-floor and wheelchair accessible, and they also offer curb-to-curb SMART Connector service that will get you right to the Westin's front door. For more information, call 1-866-962-5515.

The closest Detroit Department of Transportation bus stops are at Evergreen/Northwestern Hwy and Evergreen/10 Mile (about two blocks south of the hotel). DDOT Route 60 'Evergreen' serves these stops every day. DDOT's entire bus fleet is low floor and wheelchair accessible. For more information, call 313-933-1300.

Hotel Details:

The Westin Southfield has a very large, wheelchair-accessible front entrance with automatic double doors. It is well over 32" wide and has no steps or other barriers in front of it.

All Westin guest entrances are accessible. The hotel offers accessible parking spaces to either side of the front entrance.

The hotel's official public spaces are all on the ground floor and accessible with a wheelchair. Our Consuite is on the first floor, located in the Windover Room and accessible to wheelchairs and mobility aids.

The hotel has three accessible rooms. The doors to both the room and the bathroom are 33 inches. The commode is 18 inches high, grab bars are accessible and in an appropriate horizontal placement. The shower has a low threshold to enter. The showers feature a built in shower bench attached to the opposite end of shower from shower controls. The sink is a wheelchair accessible pedestal style sink.

The Westin has one restaurant serving breakfast, lunch, and dinner during the event, as well as a cafe that serves Starbucks coffee. The Consuite will also be operating throughout the weekend.

Tables in food service areas (both in hotel restaurants, and the hospitality suite) are less than 34" high.

Restaurants within walking distance of the hotel include Kerby's Koney Island, Fuddruckers, Qdoba Mexican Eats, and Tim Hortons.

The Westin's room signs and elevators have raised or Braille characters.

Exits are clearly identified and accessible.

Fire and emergency alarms have both audible and visual signals. All meeting rooms and guest rooms have both audible and visual emergency devices. There is an evacuation plan for persons with physical, hearing, and visual disabilities. The Westin prints out a list of occupied accessibility rooms daily, and in the event of any emergency they will assist as needed.

The Westin has two TDD portable systems available for use.

Water is available in cups and pitchers throughout the hotel, and someone from Operations would be happy to assist anyone who requests help getting water.

Public Venue Details:

All event-specific functions are in the Westin or the EMC, an accessible connected, adjacent building. All official Penguicon events and spaces are accessible via the public elevators. Public facilities on the first floor are wheelchair-accessible. The hotel provides one accessible stall per public restroom.

The Westin and EMC entrances and architecture (ballrooms, meeting rooms, etc.) are wheelchair-accessible. In the case of multi-tiered spaces, ADA-compliant ramps or lifts are provided, or access

to the front of the room is provided via alternate entrances.

Venue room signs and elevators have raised or Braille characters.

All exits in the hotel and the EMC are clearly identified and accessible.

Fire and emergency alarms have both audible and visual signals.

Panels and Programming:

Should we decide to use a stage, stages and raised platforms are wheelchair-accessible via lifts or ADA-compliant ramps or we will provide a head table located on at floor level.

Due to Pandemic Concerns, all room set ups are adding extra space between head tables for presenters and the rest of the seating/tables for attendees.

Seats at the front of the room are available for visually-impaired and hearing-impaired attendees. Seats on either side of “center” in that section are available for lip-readers so that panelists’ faces are not hidden by microphones. Hearing Amplifiers are available at the Ops Desk.

Audience seating includes spaces for wheelchairs and scooters.

One or more assistive listening devices are available.

Lighting is at an adequate level to ensure hearing impaired attendees can read lips or clearly see the ASL interpreter(if available). We have purchased lamps to provide additional light for dim rooms.

Mental and Emotional Accommodations:

Although Penguicon makes accommodations to address attendees’ mental and emotional health, we strongly recommend that each attendee attend to their own mental and emotional health over the course of Penguicon.

Penguicon offers Interaction Buttons or stickers to indicate your level of desired engagement. Different colors and shapes indicate whether people are open to talking with strangers, only open to talking to people who know them or have a reason to, or people who do not want to interact with others. These buttons will be available at the Ops Desk in the Algonquin Ballroom Lobby.

Penguicon is offering a quiet area to reset in. The Penguicon Reset Room is located on the 2nd floor, in Montcalm. This area is to be used to relax and give yourself quiet mental space.

Miscellaneous:

In the event an attendee or guest with disabilities requires a caretaker/assistant, the caretaker/assistant’s registration is comped with pre-approval from accessibility@penguicon.org.

Service animals are permitted in all hotel and convention spaces. The Consuite has fresh water available for service animals upon request.

In our Consuite we offer a variety of snacks, all pre-packaged, and some (like fruit) that are not. We will make every effort to mark non-obvious food that may contain common allergens. Consuite will have product labels and you may ask Consuite staff for help in determining the ingredients. Consuite will provide a table for gluten free snacks.

Consuite staff will use non-latex gloves when handling food and drinks.

Attributions

This Accessibility document was assembled using the Science Fiction & Fantasy Writers of America’s Accessibility Checklist for SFWA spaces and Penguicon 2019’s Accessibility policy in order to better acquaint you with Penguicon’s hotel and event. We acknowledge it is not exhaustive nor perfect, and does not cover every accessibility need. We are open to any input you may have. You may contact our Accessibility Liaison through accessibility@penguicon.org with any additional questions you have, and we will update this document accordingly.

What's Happening in ConSuite?

ConSuite ConSuite is where you will find snacks and drinks throughout the convention. Everything in ConSuite is included with your badge purchase! You will need your Penguicon badge in order to enter the ConSuite.

Due to the ongoing pandemic, ConSuite will not be serving meals or beer. We will provide beverages and individually packaged snacks. We designed this year's ConSuite to be an easily accessible, grab and go spot for every member of our community.

Location:

Your 2023 ConSuite is located in the Windover Room, on the main floor of the hotel, behind Ops Desk, enter using the double doors across from the Charlevoix Ballrooms.

Hours

Friday: 3:00 pm – Midnight

Saturday: 7:00 am – Midnight

Sunday: 7:00 am – 1:00 pm

ConSuite Mask Policies

Please keep your mask on at the food and beverage areas. the border will be clearly marked on the ground for convenience. there will be standing tables in the center of the room if you wish to stay in the room. if not there will be seating provided by the wall of windows outside of consuite



Drinks

You'll find water, juice, and a variety of pop beverages in our pop-stop refrigerators, as well as coffee and hot water for tea service.

Grab-and-Go Snacks

We'll have lots of prepackaged snack options available in case you need a quick snack between events! Our ConSuite is providing biodegradable, small bags for you to grab snacks, and easily carry them as you go. Look for the metal stand with the soft green bags, or ask a staffer!

Gluten Free and Vegetarian/ Vegan Options

We aim to provide gluten free and vegetarian/vegan options in ConSuite. These should be clearly labeled. If you need more information, ask ConSuite Staff.

LN2 Returns

LN2 is making a return in Consuite. check the schedule for times and presenters

Accessibility

Please pay attention to the traffic flow patterns marked on the floor to ensure everyone can access the ConSuite. We will have a water bowl available for service animals – just ask ConSuite staff.



Local Restaurants

The Westin Southfield is conveniently located near numerous restaurants for dining during Penguicon. You'll find some good options below, many of which are open late, and most will deliver right to the hotel!

Restaurant Name	Restaurant Address	Delivery Service	Hours
Wendy's	24999 Northwestern Hwy	DoorDash	10am-1am
Kerby's Koney Island	25050 Northwestern Hwy	DoorDash	630am-10pm
Wingstop	25110 Evergreen Rd	http://order.wingstop.com	11am-12a
The Original Pancake House	19355 W 10 Mile Rd	N/A	7am-3pm
TGI Friday's	26299 Evergreen Rd	DoorDash	11am-2am
Hungry Howie's Pizza	22040 W 10 Mile Rd	www.hungryhowies.com	11am-1am
Chipotle Mexican Grill	26147 Evergreen Rd	DoorDash	1045am-10pm
Fuddruckers	25309 Evergreen Rd	DoorDash	11am-11pm
Las Cazuelas-Southfield	25290 Evergreen Rd	Grubhub	11am-10pm
Wing Hong	18203 W 10 Mile Rd	DoorDash	11am-1130pm
Subway	25050 Southfield Rd	subway.com	9am-9pm
Rusty Bucket	30450 Telegraph Rd	DoorDash	11am-9pm
Bar 7 & Grill	24528 12 Mile Rd	DoorDash	12pm-12am
Boston Market	29940 Southfield Rd	DoorDash	11am-10pm
Kalamata Greek Grill	32538 Woodward Ave	Grubhub	11am-9pm
Mezza Mediterranean Grille	30720 Southfield Rd	DoorDash	10am-2pm
Uncle Joe's Chicken Fingers	25279 Evergreen Rd	unclejoeschickenfingers.com	11am-7pm
CK Mediterranean Grille and Catering (Cafe Kabob)	25148 Evergreen Rd	DoorDash	11am-7pm
QDOBA	25243 Evergreen Rd	qdoba.com	10:30am-10pm
Benito's	25217 Evergreen Rd	https://benitossouthfield.foodtecsolutions.	11am-10pm
Thai Express	25170 Evergreen Rd	Grubhub	11am-9pm
China Gourmet	25237 Evergreen Rd	DoorDash	12pm-8pm

Hotel

The Westin Southfield is incredibly happy that we've chosen to have our event here again this year.

We are sharing the Westin with non-Penguicon guests. We're asking you to be Penguicon Ambassadors to those within the Westin who may not belong to our community. If you see someone without a badge and a mask, they may not be from Penguicon. Let's be good neighbors during Penguicon!

On both Saturday and Sunday mornings, you can wander down to the Tango's Restaurant for a breakfast buffet for \$15. On Saturday only Penguicon will be supplementing the cost of the buffet for the first 500 people to drop the price to \$5 per person with the voucher you receive when you pick up your membership badge. This will be running until 11:30 am both days, in case you're too tired from all of the panels you went to the day before. There are also lunch and dinner buffet specials for \$18 per person.

The hotel has a few reminders:

- Check-out for all guests is at noon.
- The swimming pool is open until midnight.
- Housekeeping plans to stop by your room at some point between 9am to 6pm.
- A valid credit card is required for all guests on check-in. When you check out, you can choose to pay with another method at that time.
- You need to be 21 or older with a valid ID in order to reserve and check into a hotel room.
- Do not smoke in your rooms. The smoke detectors work very well, and you may cause a hotel evacuation... and will definitely cause a \$250 fee to be added to your hotel bill.
- No Drones may be used within the Westin or on the property

If you need anything during your stay please contact ops first. This is so we have a single voice that speaks to the hotel through our hotel liaison, Lithie Dubois

And finally, speaking for myself, I urge you to leave a generous tip in your room! Show the staff we recognize how much they take care of us. Truly, they're part of the Penguicon family.

--Lithie Dubois - she/her, 2023 Hotel Liaison

Volunteers

There are many ways to help out with Penguicon, but the easiest way is to Volunteer during the con itself. Penguicon's success each year is due to our diverse community of volunteers that continue to give of their time and talents.

In order for Penguicon to operate smoothly throughout the weekend, we need you to volunteer! One hour of your time can make a HUGE difference.

This year we're seeking members who are willing to give an hour or more of their time, to help monitor our Consuite, work with Program Ops to get room counts, or to help the Ops Desk. No experience is required, we'll gladly teach you anything necessary in order for your Volunteer time to go smoothly.

There are many unique opportunities, and volunteering for any amount of time is a wonderful way to give back to the community. We would love for you to join our team! Stop by the Ops Desk, located in the lobby outside of the Algonquin Ballrooms, to sign up for your volunteer shift!



Penguicon Year-Round

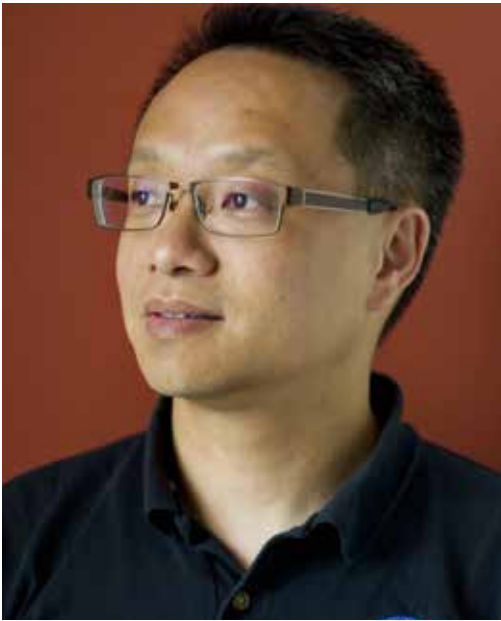
If you'd like to participate in the creation of this amazing all-volunteer convention throughout the year, join us on our Facebook group, Twitter, Discord, or regular ConCom meetings! If you want to contribute to Penguicon through the year as a track head or other staff, we are always looking for dedicated people - see <https://2023.penguicon.org/> As always, our Board of Directors can be reached via email at: board-members-only@penguicon.org



Silent Auction

The silent auction will be 3-5pm on Saturday. Payment & pickup 5-6:30pm Proceeds to support Penguicon! Donations will be accepted at the convention starting Thursday evening. If you have any questions or to set up a donation, please contact Anthony at auctions@penguicon.org.

Guests of Honor



Eric Choi (he/him)

Eric Choi is an aerospace engineer, writer, and editor in Toronto, Canada. He was the first recipient of the Isaac Asimov Award (now the Dell Magazines Award) and has twice won the Aurora Award, Canada's national award for excellence in science fiction and fantasy, for his short story "Crimson Sky" and for the Chinese-themed speculative fiction anthology *The Dragon and the Stars* (DAW) co-edited with Derwin Mak. He co-edited the hard SF anthology *Carbide Tipped Pens* (Tor) with Ben Bova.

His short fiction has appeared in more than thirty publications, and his first short fiction collection *Just Like Being There* (Springer) was released last year. He has a bachelors degree in engineering science and a masters degree in aerospace engineering from the University of Toronto, and he has worked on a number of space missions including QEYSSat (Quantum Encryption and Science Satellite), the Meteorology (MET) payload on the Phoenix Mars Lander, the

Photo credit Jim Hines

robotic arm on the International Space Station, the RADARSAT-1 satellite, and the MOPITT (Measurements of Pollution in the Troposphere) instrument on the Terra satellite. In 2009, he was one of the Top 40 finalists (out of 5,351 applicants) in the Canadian Space Agency's astronaut recruitment campaign.

www.aerospacewriter.ca

<https://twitter.com/AerospaceWriter>

<https://www.facebook.com/AerospaceWriter/>



Charles Cohen (he/him)

Dr. Cohen is currently with Cybernet Systems Corporation a leading technology and Cyber company in Ann Arbor, MI. He has been with the company for over 23 years and has migrated during his tenure to be the second in Executive leadership for the company. Cybernet is a remarkably successful Michigan Company, with a 30-year history, that develops advanced technologies in many areas to include a principal focus in autonomous system technologies. He has also been one of the industry's early leaders of AI (artificial intelligence) and at the forefront of applying AI systems to applied applications for both commercial and government markets.

Dr. Cohen, in his role as Chief Technology Officer, leads the company's research and development (R&D) programs and technology deployments. His day-to-day tasking is to develop, grow and manage the R&D organization which drives products to commercialization; as such, he interacts with many different organizations, agencies, and corporations and over the years has been a constant contributor to many technology councils and research community groups acting to advance technology in Government and Industry. In all of these, he has either held leadership roles or been part of the key influencers working the nation's technology issues for tomorrow and beyond. Some of these include Interservice/ Industry Training, Simulation and Education Conference (I/ITSEC Tutorial Board), Applied Image Pattern Recognition committee member and officer, Simulation Interoperability Standards Organization (Board of Directors), National Small Business Association (NSBA - Leadership Council), Engineering Research Symposium (University of Michigan), Small Business Technology Consortium (SBTC), Artificial Intelligence Journal, International Journal of Computer Vision, and National Science Foundation.

Dr. Cohen has authored or participated as a key contributor to over 100 different technology papers and patents over the last 20 plus years. Many of these have gone on to be the key technology tenants or underpinnings for technology used in defined solutions for government and commercial markets today."

Discord: 195694210442199040

Sylvia Hubbard (she/her)



Award winning Detroit Author & Founder of Motown Writers, Sylvia Hubbard has independently published over 55 dark romance, intriguing suspense stories in the over 20 years she's been in the literary business. As an avid blogger, podcaster, social media manager & digital strategist, Sylvia has received literary recognition for her literacy work, plus has had eight #1 Bestsellers. She is also a speaker, literary encouragement doula & busy mompreneur expert.

SylviaHubbard.com

<http://twitter.com/sylviahubbard1>

<http://facebook.com/michigansliteraryworld>

GoH Emeriti

Penguicon is pleased to welcome GoH Emeriti:

Anthony Distal

Bill Putt

Karen Corbeill

Michael Lucas

Nuri Gocay

Penguicon 2023, Westin Southfield Detroit

Proclamation

From the Offices of the 2023 Convention Committee

The Penguicon 2023 Emperor Penguin Award

WHEREAS, the Penguicon 2023 ConCom recognizes that two decades ago individuals and our community began with an idea of combining the best aspects of both SciFi Fandom Conventions and Open Source that would later become Penguicon; and

WHEREAS, the Penguicon 2023 ConCom recognizes that Penguicon is created annually by individuals and community that are passionate about sharing openly, their expertise, passions, abilities, and volunteer efforts; and

WHEREAS, the Penguicon 2023 ConCom values the many individuals that make up this fine, diverse, inclusive community; and

WHEREAS, the Penguicon 2023 Concom values every member of the community since its inception in 2003, and values each contribution made; and

WHEREAS, the Penguicon 2023 ConCom acknowledges the continuing efforts of all members of the Penguicon Community; and

WHEREAS, the Penguicon 2023 ConCom honors the 16 year long contribution of time and energy of Board of Director Emeritus, Randy Bradakis, in support for Penguicon's Mission of promoting Speculative Fiction and Open Source, and

WHEREAS, the Penguicon 2023 ConCom acknowledges the 16 year long contribution of Board of Director Emeritus, Randy Bradakis, in the continuing Penguicon efforts to create an inclusive, diverse, welcoming community; and

WHEREAS, the Penguicon 2023 ConCom seeks to acknowledge and honor these decades long contributions of the Penguicon Board of Director Emeritus, Randy Bradakis;

NOW, THEREFORE, WE, The Penguicon 2023 ConCom, do hereby proclaim and honor Randy Bradakis with the Emperor Penguicon Award for service, friendship, contributions, and energy given to Penguicon.

IN WITNESS THEREOF, we have hereunto set our hand
this 21st day of April 2023

The Penguicon 2023 Convention Committee

The Penguicon 2023 Convention Committee

Events and Features

Penguicon is a weekend packed with wondrous amounts of programming. Be sure to check your schedule for events in multiple places on multiple floors, and keep an eye out for random acts of entertainment through our Mayhem Track.

Where Things Are

Big Top: Algonquin B
 Charging Station: Phone Bank near 1st Floor Lobby
 ConSuite: 1st Floor, Windover Room
 Electric Vehicle Charging: .. Speak to Westin Front Desk
 Gaming:TC's Private Dining Room
 Gender Neutral Restrooms: 2nd Floor
 Greeter Desk:1st Floor Main Lobby
 Maker Market: 2nd Floor Hall, Salon, Board of Regents, Trustees, and Directors.
 Operations (Ops Desk): .1st Floor Algonquin Lobby
 Penguicon Selfie Spot: 1st Floor Lobby across from Algonquin Ballrooms.
 PenguiPrize Machine:...1st Floor Algonquin Lobby
 Program Ops Desk:1st Floor Algonquin Lobby
 Registration Desk:1st Floor Algonquin Lobby
 Reset Room:Montcalm, 2nd Floor
 Ribbon Tree:1st Floor Algonquin Lobby
 Writers' Block Bookstore: 317

Programming Spaces:

First Floor:

- Algonquin Ballrooms: A, B, C, D
- Charlevoix ballrooms: A, B, C
- Portage Auditorium

Second Floor:

- Board of Governors
- Nicolet
- Hamlin
- Baldwin

Opening Ceremonies:

Join our ConChair, Dave "SKA" Green, Assistant Chair, Jeff Marraccini, Guests of Honor, Eric Choi, Charles Cohen PhD, Sylvia Hubbard, and the ConCom as we open the 2023 Penguicon. Friday, 6:00PM in the Algonquin Ballroom B.

Board of Directors Welcome Party

The 2023 Penguicon Board of Directors is hosting a Welcome Home Party on Friday night at 7:00pm in Algonquin A. Join the Board as they have hard cider, and mocktails while we mingle with one another. Legal, Valid, Government ID will be required for the Hard Cider Alcohol. Looking for a great place to meet up with friends you've not seen in a while? Meet up at the Welcome Home party.

The Pengui-Prize Machine

This capsule machine delivers to our members tiny trinkets of joy. Brought to Penguicon each year by Blasted Bill Putt, this time honored, beloved machine (and the prize within it) can be located near the south pillar of the Algonquin ballroom Lobby. The Pengui-Prize Machine is available all weekend for Penguicon attendees to have fun with! Bring plenty of quarters. Money raised buys next year's prizes and additional capsules.

The Penguicon Selfie Spot

This year there is a chance for people to gather their friends (or go solo) and use the Penguicon Selfie Spot to take pictures together. Brought to Penguicon by Board of Director Vice President, James Hice, this Selfie Spot is a great place to make lasting memories with your fellow Penguicon members. You can find the Penguicon Selfie Spot located along the windows in the Algonquin Lobby, on the first floor of the Westin!

The Ribbon Tree

Our beloved rainbow colored Ribbon Tree returns for 2023. What is a Ribbon Tree? Arriving on the Pengui-scene in 2017, the Ribbon tree was introduced as a low level method to socially interact via the exchange of ribbons. Visit the Ribbon Tree located near the north pillar of the Algonquin Ballroom Lobby, and if you see a ribbon clipped to it, take it. If you have a ribbon (or a few) to share, clip them on the tree. There is no need to

ask anyone if you can have a ribbon, simply enjoy and take what you like, or leave what you can. No fuss, no muss!

Reset Room

Penguicon's activities run solid all day and into the evening, and even the most extroverted attendee needs a break once in a while. The Reset Room is a quiet space available during programming hours for anyone to sit, relax, and recharge. Get away from the crowds and chill for a while in the Montcalm Room on the 2nd floor of the Westin. Please remember no food in our Reset Room.

The Penguicon Game Room & Game Library

Not only does Penguicon have incredible presentations, but you can live out your gaming desires in our Penguicon Game Room. The Game room is located in TC's (next to the Restaurant and Coffee Shop). We have scheduled games running throughout the con (check the schedule) but we also offer open gaming tables. Swing on in, select a game from our game library, grab a few members and play to your heart's content. Game Room Staff are on standby to help in any way, and may even play with you! Come tell Program Ops if you catch our Illustrious ConChair in here playing games. He's prone to do such things! :)

The Penguicon Greeter's Desk

Staffed by seasoned Penguicon members, the Greeter's Desk is located in the main lobby, on the 1st floor, near the elevator bay. You can stop here and ask any questions you have about where to find things, what you should do first, or even just to say hi! It's a fun place to meet people, and Pro Tip: if you want to meet up with friends scattered throughout the building, tell them "Let's meet at the Greeter's Desk!"

Room Parties

Penguicon's nightlife is legendary! We have assigned party floors, and you can locate room parties by looking for their room party fliers.

All the room parties are open to all con attendees and have free entry AND free drinks. Just remember to bring your ID with you, and maybe some cash for the tip jar.

Room Party Hosts are responsible for their own Mask policies in their private guest rooms. Members should be fully masked when leaving any room party and entering the hallways, elevators, stairs, or public areas of the Westin.

Room Parties, while beloved, are not official Penguicon Events. They are hosted by members of our community, for members of our community! Iconic!!

The Writers' Block

The Writers' Block is a co-operative bookstore devoted to the promotion and sale of books by any attending authors, including Guests of Honor and Featured Guests, who wish to participate. The bookstore is staffed by authors, who will be on hand to help readers find just the right book. The Writers' Block bookstore is located on the third floor inside Suite 317. Author readings and signings will be located via our Sched, so be sure to check the schedule for them. (Be sure to check the schedule for dates and times of all the Writers' Block events!)

Writers' Block hours:

Friday 5pm - 8pm

Saturday 10am - 7pm

Sunday 10am - 1pm



Maker Market Vendors

Friday – 4pm to 8pm

Saturday – 10am to 7pm

Sunday – 10am to 2pm

Penguicon's Makers Market is special because it is composed entirely of handmade and self-designed artists!

Come visit us on the 2nd Floor and peruse handmade jewelry, oddities, gaming accessories, wearables, etc. There are several rooms, each with a unique mix of items, styles, and interests. Located where the ConSuite used to be, we have all of your necessities, all in one place.

1. Amanda Vermeer, Art, LLC
2. mushabear art + design
3. DB3D
4. Quarreling Witches
5. The Trebled Penguin
6. Janatee Craftily
7. Potion Dice Emporium
8. Ties That Bind Designs
9. Purslane Library Clay
10. Kemmer Woodworks
11. Ototobo
12. Windy Woods
13. Pixel Bound Studios
14. Smushbox Art
15. Fether Metal
16. Artofficial Treasures
17. Moon Bitch Theory
18. Rescue Me
19. Sprouts Beads
20. Shiny Things
21. Wixy's Wonders

2. **mushabear** is an illustrator, fiber artist, and crafter from michigan. mostly interested in subjects such as mushrooms, the occult, and retro tech/nostalgia, you



can see the passion and care behind everything she produces. she's often taking inspiration from nature, subculture, and everyday "boring" objects — offering new lenses through which to appreciate the mundane, and a range of products that offer many avenues to make life more artful. linktr.ee/mushabear

3. **DB3D** is a 3D printing organization dedicated to supporting fandom conventions. Our whimsical wares—from the magical to the practical—are chosen to delight our fandoms: science fiction, literature and gaming. Proceeds go to the convention we are attending. db3d.io

1. **Amanda Vermeer** is a multi medium artist - painter, potter, illustrator, maker & creative soul - living with her husband & their dog in Grand Rapids, Michigan. Art has always been a passion of hers. She decided to pursue art full time during the pandemic & officially launched Amanda Vermeer Art, LLC in 2022. Amandavermeerart.com



4. **Quarreling Witches** are a Michigan based duo. Geeky Illustration, resin, tarot, and all things witchy <https://instagram.com/quarrelingwitches>



5. **The Trebled Penguin** is a Michigan-based business that started with a love for music and flightless birds and has continued that fun and quirky feel to its items, including jewelry, accessories and small decor. https://www.instagram.com/the_trebled_penguin/



6. **Janatee Craftily** A crocheter, crafter, and all-around nerd, Janatee handmakes custom plushies, nerdy accessories, and LGBTQ+ pride gear! <https://janateecraftily.com/>



7. Every Adventurer needs their potions... At **Potion Dice Emporium** we create potion dice bottles, healing potion dice and potions base on RPG potions to add a little reality to

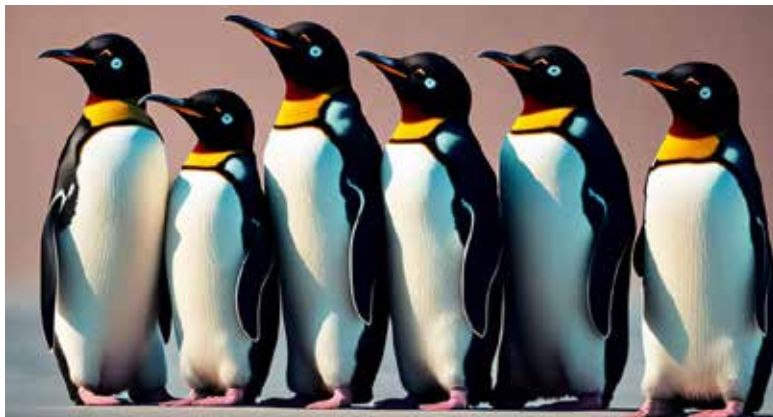


your games, and at Wonderland's Dragons we create Dice Guardians to add a little whimsy to your game. We also hand make pop culture key chains and lanyards and whimsical wind chimes with a fantasy theme. <https://www.etsy.com/shop/PotionDiceEmporium>

8. **Ties that Bynde Designs** specializes in steel-boned Corsetry designed for real people, along with many other costumes and accessories to go with. www.tiesthatbynde.com



9. **Purslane Library Clay**, Cuteness and magic in polymer clay! Purslane Library Clay creates wearable joy and decorative delight, from nerdy earrings and necklaces to tarot boxes and unique figurines. <https://claycatlibrary.com>



10. **Kemmer Woodworks** specializes in handmade wooden wares for everyone and every use. Handcrafted here in Michigan, we create unique and beautiful pieces from domestic and exotic lumber. www.etsy.com/shop/kemmerwoodworks



11. **Ototobo** is a digital artist based out of southeast Michigan. He specializes in BL artwork and is the author and artist behind the Webtoon "Do No Evil". Fun Fact: His favorite thing at his booth is his saucy Shrek headphone wrap acrylic! <https://www.ototobo.com/all-products>



12. **Windy Woods** is a artist duo making funny and cute original designs. Come get your free serotonin! Windywoodsdesigns.com



13. **Pixel Bound Studios'** work is inspired by creatures found in both the real world and fantasy, inspired heavily by nature. Their work is cute and beautiful, while at the same time completely functional for use in everyday life. They will have stickers, magnets, buttons, pins, keychains, bookmarks, cards, and ceramics/pottery (mugs, bowls, lidded jars) from various fandoms (if allowed) and of their original art. <https://www.etsy.com/shop/PixelBoundStudios>



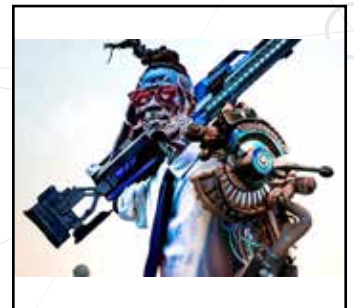
14. **Smushbox Art** creates contemporary pop surrealism pieces using imagery from dreams, a dark sense of humor and a love for all things esoteric. Acrylic, digital and watercolor pieces made with bright saturated colors that combine a classical painting style with a cartoon aesthetic. www.smushbox.net



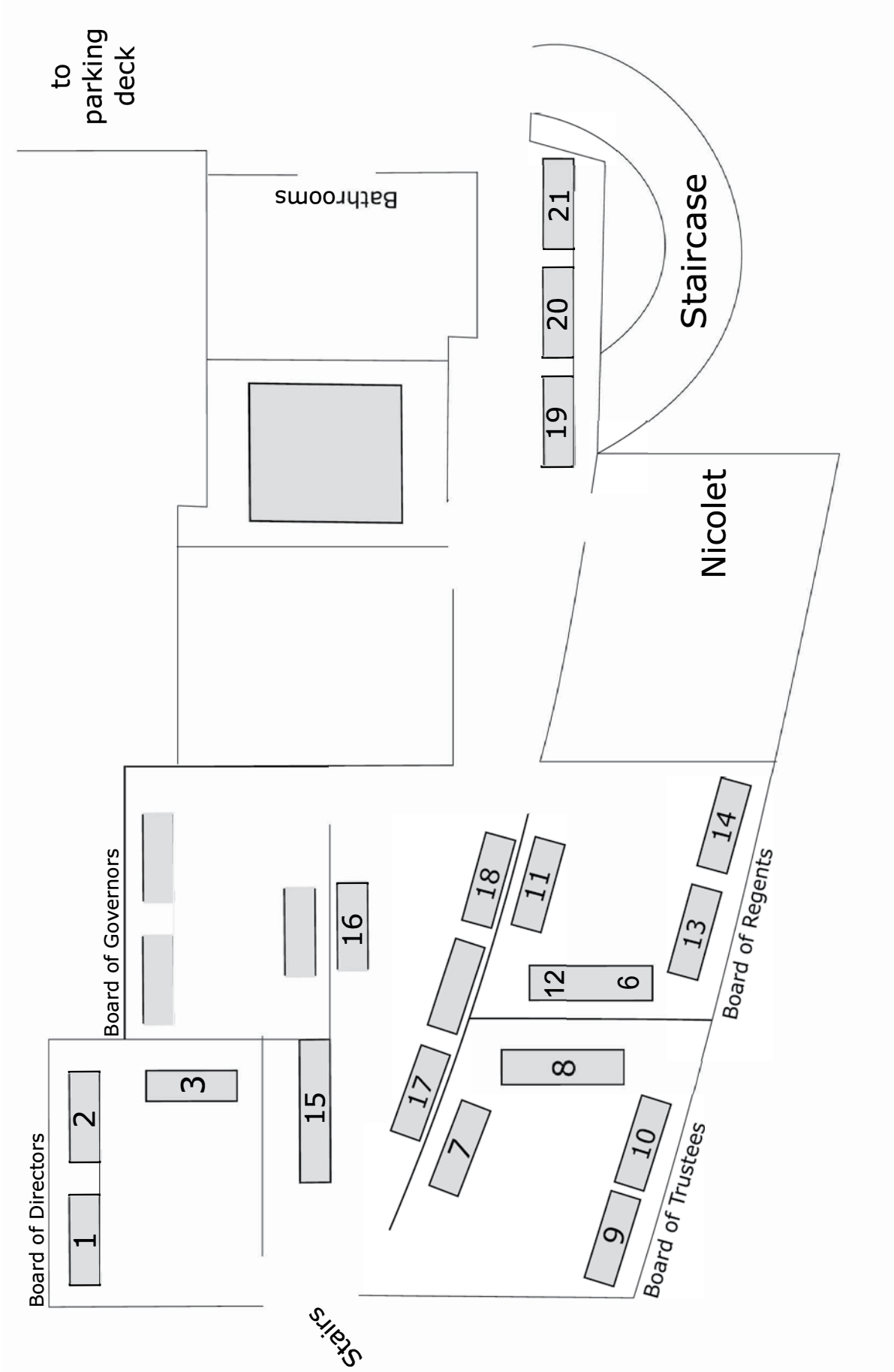
15. **Fether Metal** specializes in handmade chainmail & scalemail jewelry, accessories, fidgets, and wearables. A large part of our inventory is bracelets in various weaves. We also offer earrings, necklaces/ pendants, bracers, hand wraps, chokers, coifs, various fidgets, & keychains. Larger wearables include traditional style chainmail shirts/ vests, scalemail bikini/ tank style tops, & various shoulder pieces. Alongside traditional metal offerings, We aim to supply all pride flag color combinations. We love custom orders! <https://www.instagram.com/fethermetal/>



16. **Artofficial Treasures** I sell my original artwork. Originals and prints are available as well as custom commissions. ALL ART WILL BE SIGNED BY THE ARTIST. artofficialtreasures.com



Maker Market Map



17. Moon Bitch Theory

A collection of creative tools for post-traumatic growth and the cultivation of pleasure. Featured offerings are a series of scented candles with companion zines that form the Post-Traumatic Growth Collection, as well as zines about group practices for connection, communication, and conflict skills. <https://www.moonbitchtheory.com/>



18. Rescue Me Apparel and art made from the brain of an animal lover that is trying to learn to love herself. Nothing is perfect. <https://rescuemeclimbing.com/>



19. SproutsBeads. Handmade jewelry, including necklaces, bracelets, rings, earrings, keychains, and barrettes, inspired by cottagecore, junk jewelry, and ethereal jewelry. <https://www.etsy.com/shop/sproutsbeads/?etsrc=sdt>



20. Shiny Things specializes in all that sparkles and shines! I create anime/gaming themed jewelry and pins which are crafted from acrylic. themed necklaces and pins which are crafted from laser cut acrylic. <https://www.behance.net/gallery/60141087/AA-Portfolio>



21. Wixy's Wonders specializes in nerdy and kawaii sewn accessories. All items are carefully sewn by Jennifer Scrivens from her massive fabric horde. Find your next unique purse, tote bag, zipper pouch and more at Wixy's Wonders. [Etsy.com/shop/wixyswonders](https://www.etsy.com/shop/wixyswonders)



Beyond the Board Gaming presents...

PUZZLE QUEST

From the same minds that brought you the Wizarding World and Pirate Escape games. "Puzzle Quest" is a new puzzle and clue based fantasy adventure that will take you all over the convention in search of clues to solve in order to open one of the many locks on the Quest Treasure Trove. Inside the chest are prizes that go to the person or team that manages to remove the final lock and open the chest. The clues will vary in difficulty and may require you to think outside the box or maybe, "Beyond the Board".

Stop by the Beyond the Board table to get a glimpse of the Quest Treasure Trove and to find out the game mechanics and rules. There are no timeslots and the game is open to all registered Con participants that wish to participate.

How do you keep an
Archmage from warping the world?
Put him in armor...

2023 PENGUICON CODE OF CONDUCT

Penguicon Code of Conduct, COVID-19 and Mask Policies:

- Penguicon retains the right, at any time and with or without refund, to remove anyone determined to be disrupting the event or in violation of this Code of Conduct. This could also result in a ban of the person from future events.
- Penguicon is committed to fostering an environment of comfort and safety for everyone. To achieve this, attendees should refrain from actions that a reasonable person would feel would limit, or threaten to limit, the safe enjoyment of the convention by another person.
- We will not tolerate any form of misconduct toward convention participants. This includes, but is not limited to, targeting based on gender, sexuality, relationship status, disability, physical appearance, body size, race, national origin, or religion.
- Violations of this policy can be reported to any volunteer or Ops member and will be addressed by a Penguicon Convention Committee member or Penguicon Board member. The Virtual Ops Desk is located in our Discord Server: <https://discord.gg/N3escnGp7d>.
- The #desk-trifecta channel is located in the Discord Welcome Center. You can also reach the Ops Team by email ops@penguicon.org.

2023 MASK MANDATE and COVID-19 POLICY

MASK MANDATE

Everyone (age 2+) is required to wear an approved Mask while attending Penguicon 2023. An approved Mask must, at a minimum; fit properly and snugly, fully covering your nose and mouth, and secure under your chin.

Masks/Face Coverings Not Permitted:

- Face coverings, including bandanas, that are unable to be secured under your chin
- Neck Gaitors
- Masks with mesh materials
- Masks which contain holes or are significantly damaged
- Costume masks
- Clear, open bottom, plastic face shields, only. (may be worn in conjunction with an approved mask)

This policy applies to all members (Age 2+) including staff, dealers, artists, presenters, guests, and cosplayers, regardless of an individual's vaccination status. There are no exceptions to the Mask Mandate, however, as always, email us at accessibility@penguicon.org for help with accommodations for those with disabilities.

- Proof of COVID-19 Vaccination or Proof of Negative COVID-19 Test Policy
- Everyone is required to provide one of two options
 - Proof of Vaccination, including at least one booster, with Valid Government ID
 - Proof of a Negative COVID-19 Test taken within the 72 hours prior to picking up your badge, upon arrival.
- For the health and safety of all members attending Penguicon 2023, we are requiring proof of vaccination. Understanding that there are numerous reasons for a member's possible inability to provide proof of vaccination, we wanted to include the Negative COVID-19 test option.
- If you elect to provide proof of a negative COVID-19 Test, this year we will be accepting over-the-counter tests.
- Our Mask & COVID-19 FAQ is located here: <https://2023.penguicon.org/2023-covid-19-policies-general-faqs/>

WHAT IS MISCONDUCT?

Misconduct includes (but is not limited to):

- Making disrespectful and unwelcome verbal comments

- Facilitating an unwelcoming environment
- Preventing any attendee from entering or participating in con events (except in accordance with con policies)
- Showing sexual images or conducting discussion about sexual topics in public spaces when the images or discussions do not allow attendees the opportunity to leave beforehand or are not presented in a respectful manner.
- Intimidating, stalking, or following
- Sustained disruption of talks or other events
- Uninvited physical contact
- Uninvited sexual attention
- Making an individual the focal subject of a photograph or recording, against their consent. (Penguicon considers recording and photography of group activities to be part of the purpose for which we have come together to enjoy activities in public. If you do not wish to be photographed as part of an audience or group, please show consideration to others by

wearing a costume, or make a special request that the activity not be photographed or recorded until you leave the frame.)

WHAT IS VIRTUAL MISCONDUCT?

Virtual Misconduct includes (but is not limited to):

- Making disrespectful and unwelcome verbal or text comments
- Creating an unwelcoming environment in any Penguicon online space
- Preventing any attendee from entering or participating in con virtual events (except in accordance with con policies)
- Showing sexual images, playing sexual audio, or conducting discussion about sexual topics when the images or discussions do not allow attendees the opportunity to leave beforehand or are not presented in a respectful manner.



U • CON

November 17-19 2023

Ann Arbor Marriott
Ypsilanti at Eagle Crest

*Are you ready to come game
with us?*

www.ucon-gaming.org

Play Games All Weekend!



Liberty One Cloud Services takes on Big Cloud

- One Cloud's standard CPUs average 3 years newer than the competition.
- One Cloud's CPU's benchmark on average 150% per core performance.
- One Cloud's Flash Storage is 10x faster than EBS SSD. *Hint: Ours is Orange.*
- One Cloud only uses Enterprise Class hardware (Dell, EMC, Pure, Juniper and Cisco).
- One Cloud includes 7 days of snapshot replicated data protection with all volumes.
- One Cloud SDN services included at no additional charge. VPN/Firewall/Load Balancers
- One Cloud's Openstack driven cloud provides full AWS API and S3 compatibility.
- SSAE 16 SOC 2 Type 2 Audited Datacenters
- One Cloud is a proud sponsor of Penguicon.

Clients on average realize a minimum 10% - 15% cost reduction vs Azure, AWS, or GCP.

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Contact: Tim Ameser at 586-689-1878 or sales@libertycenterone.com

<https://www.libertycenterone.com>

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 ONE CLOUD SERVICES

Royal Oak, MI Cincinnati, OH, Dallas, TX

- “Zoom bombing” aka entering and disrupting a virtual event, regardless of platform
- Intimidating, stalking, or virtually following
- Sustained disruption of talks or other virtual events
- Uninvited sexual attention
- Taking screenshots or recordings of participants or their written comments on Discord, YouTube, Zoom, or any other platform, without their consent.
- The sharing or public posting of any Virtual Platform Link found within our private Sched is not permitted. Please do not share the Jitsi/Zoom/Discord/Twitch or other links to our virtual programming.
- Silence does not equal consent. Enthusiastic agreement does.

WHAT IS HARASSMENT?

Harassment is a category of misconduct, defined as “a pattern of misconduct toward a target over time.”

Penguicon’s Board tracks reports of misconduct over multiple years, and takes patterns of misconduct into consideration for multi-year disciplinary action, regardless of whether incidents occurred at Penguicon. We need your help to identify whether the incident you experienced was part of a pattern you do not know about. Isolated single incidents of misconduct have sometimes received a multi-year disciplinary action, based on the best judgment of the Board of Directors.

Harassment applies to electronic communication as well as physical. Participants must not engage in misconduct at any convention venues or convention-related social events, including virtual/online events, not just the Penguicon weekend. Participants asked by the Board, Conchair, Convention Committee, or Staff to stop misconduct are expected to stop immediately, or it rises to the level of harassment.

WHAT SHOULD I DO IN CASE OF MISCONDUCT?

If you feel comfortable attempting to resolve the situation yourself, try asking the person to stop,

saying “no” or “please leave me alone,” or walking away. We would appreciate it if Operations was still informed to help us identify any repeat offenders. If you feel threatened or unsafe, or if your attempts to resolve the situation yourself are unsuccessful, please seek help immediately.

If you are in a confrontation, or notice someone else in a confrontation, go to Operations for help. Operations will help participants contact venue security or law enforcement, provide escorts, or otherwise assist in creating a positive space for the duration of the con. Penguicon encourages participants to consider the possibility of reporting any rape, assault, or other unlawful activity to law enforcement. We ask that all attendees try to foster an environment where speaking out is fully supported. Retaliating against a person who reports or complains about misconduct will not be tolerated.

In the virtual realm, go to channel #desk-trifecta in our Discord: <https://discord.gg/6Re2wAandW>, or email ops@penguicon.org, or text/call (enter OPS phone number here). We monitor those throughout the con and will be available should you need us.

Should you choose to report misconduct to Penguicon, you can expect a member of our ConCom to be called in to provide support, investigate, and take the necessary actions to ensure that the situation is handled with the utmost care and concern with clear and concise actions. Penguicon reserves the right to remove attendees from the con and/or ban future attendance as decided on by the Board of Directors, if conduct and safety guidelines are not followed. The Penguicon Board will maintain a record of misconduct reports.

CONSENT

ASK FIRST is the policy of this convention.

If your actions will alter the experience of another person, you are obligated to request their permission, and then respect their decision. This might be regarding someone else’s property, their personal space, touching their costume, taking their photo, or spending all of your time in the same locations as them.

- CONSENT is an informed, freely given, sober, ongoing, and enthusiastic “YES!!!”
- Anything less is NOT consent.
- Consent may be retracted at any point, even after being given, and you are obligated to respect that decision.
- Concerns? Questions? Contact Ops at the Ops Desk, or in channel #desk-trifecta in Discord, or text/call 734-450-2617.

SOCIAL INTERACTIONS

- People commonly wear costumes at conventions. Please be respectful by not touching them or their costume without a clear invitation. Silence does not equal consent.
- Please do not photograph any cosplayer without their prior consent.
- Please keep your public displays of affection rated PG-13.

BADGES

- All Penguicon attendees must purchase a Penguicon badge and wear that badge at all times when attending Penguicon events or using convention event spaces.
- Forging, duplicating, or sharing Penguicon badges is not permitted.

PARENTAL CONCERNS

Children ages 12 and under are welcome at the convention. However, parents should be aware that Penguicon does not provide any programming or services for children age 12 or under, and requires that a registered convention attendee always accompany these children.

Unaccompanied children are not allowed into non-public convention areas and functions. Please also consider that some convention topics may not be appropriate for young children, and that some evening and night convention functions may involve attendee costume and activities possibly inappropriate for children. Penguicon cannot be held responsible for any unaccompanied minors.

ALCOHOL

Penguicon recognizes that the use of alcoholic beverages by those of legal age is a matter of personal choice. Penguicon requires that those who choose to drink during the Penguicon weekend and at other Penguicon sponsored events abide by state law and Penguicon Code of Conduct. We expect such individuals will conduct themselves responsibly and respectfully in regard to others and to their environment, including the physical property of the host location.

- Penguicon will not serve alcoholic beverages in 2023 but the Westin will. There may also be other events that will do so. Everyone observe the law and follow these rules:
- The Westin will be checking IDs before serving any alcoholic beverages. You must be 21 or over in order to drink in Michigan.
- Proof of age will be required to be served alcohol at the point of service, not during registration. In other words, you must bring your ID to the cash bar in order to drink. Con badges will NOT be accepted as proof of age. Acceptable forms of ID are drivers' licenses, state issued picture IDs, military IDs, and passports.
- Violations of state drinking laws will not be tolerated.
- Each room party will need to decide how to handle appropriate alcohol management. Penguicon asks only that everyone comply with hotel rules, and that all parties follow state drinking laws. We hope that everyone has a wonderful time!
- Please follow the law and hotel rules in regards to open containers of alcohol. Do not take open alcoholic beverages out of the private rooms where they are served. Caffeine, however, may be consumed in any location.

SWIMMING POOL

- Pool hours will be posted, please pay attention to them!
- If you have children, please supervise them.
- Don't drink and swim.
- Be courteous to other users of the area.
- Be safe.
- Try to keep your swim attire on, please.

GAME ROOM

- Eating is not allowed in the game room.
- Drinking may be allowed, but all members must remain masked except to take a drink. Please take extra care not to spill, and please properly dispose of all empty containers and waste materials.
- Anyone under the age of 12 must be accompanied by an adult. Additionally, anyone under the age of 18 must carry contact information for a parent or legal guardian at all times. Gaming staff will ask anyone who is unwilling to comply to leave.
- Please respect the staff in the game room and comply with any requests, or you will be asked to leave.
- Please be very careful with our game library.
- Win or lose, please play fair and have fun!

CONSUIITE

- The ConSuite has no public restrooms.
- Masks, Shoes, and Shirts are required for entry.
- Children under 12 must be accompanied by an adult at all times.
- Please do not sleep in the ConSuite.
- Dispose of any pop cans in recycle bins and your trash in trash cans. We need your help to keep the ConSuite clean for everyone.
- Alcohol will not be served in the 2023 Consuite. Period. Do not bring alcohol into the Consuite. No exceptions.
- Consuite cannot accept donations of food from our members due to our COVID-19 risk mitigation strategies. Many times our members donate items, and we thank them, but for 2023 please do not bring food/beverage/snack donations to Consuite.
- The 2023 ConSuite is not meant to provide any meals, and cannot provide for all dietary restrictions. If you rely on the consuite for sustenance, you will die!

GUEST CANCELLATION

- Our Guests of Honor and other invited Guests commit to attending Penguicon long in advance of the actual event. Along the way (and generally at the very last moment!) circumstances beyond

everyone's control may happen, resulting in the Guest not being able to attend the convention as planned. Penguicon can make no guarantee that a particular guest will be able to attend the convention, and can not be liable for the results of a Guest's cancellation.

LOBBY USE

- No sleeping in the lobby is permitted. Please keep exuberant displays of public affection PG-13 rated.
- Penguicon 2023 are not the only people in the Westin. Please respect Westin Guests that are not part of our community. Welcome them and share the best of Penguicon with them. If you encounter an issue with a Guest of the Westin who is not Penguicon, please report it to Ops immediately and do not engage them.

FINAL WORDS

Penguicon has a multi-year governing body, the Board Of Directors, who have created a bare minimum set of eight Permanent Rules, listed below. Each year, Penguicon's Convention Chair and Convention Committee have complete discretion to expand on the rules in detail to become the full Code Of Conduct which they are willing to commit to uphold. Every member of the Board of Directors and Convention Staff, commit to uphold this code of conduct. The list of their names can be found here!

The Permanent Minimum Rules

- You must be 21 or over and legal to drink in the state of Michigan to be served alcohol. We will be checking ID.
- To use the hospitality areas you must comply with Michigan state drinking laws.
- Any weapons or potentially dangerous items should be handled with care.
- Smoking is only permitted in designated areas.
- The convention might include discussions or demonstrations of an adult nature; these may be inappropriate for children. Parents are responsible for their children; the convention isn't.

- Be respectful of others. If someone asks you to leave them alone, do so. Seriously.
- The Convention retains the right to remove anybody from the Convention at any time, with or without refund.
- Have fun, but comply with hotel rules and the law.

Contact information:

2023 Conchair: Dave “Ska” Green – he/him:
conchair23@penguicon.org

Penguicon Board of Directors: board-members-only@penguicon.org

Presenters

Akiva Hoffman
 Alan Terlep
 Alex Drummer
 Allen Tipper
 Andrew Drummer
 Anne Zanoni
 Austin Yarger
 Beth Bondono
 Bill Putt
 Bradley Slavik
 Cassandra Morgan
 Chad Childers
 Chloe Schultz-Kellett
 Christine Daigle
 Christopher Becker
 Claire Winn
 Clif Flynt
 D. Mark Haynes
 Derek Newland
 Douglas Johnson
 DS Barrick
 Edward L. Platt
 Elaine Mason
 Eric McGlohon
 Ericka Kahler
 Erika Wagner
 Erin Onslow
 Gerald Alexander
 Gillian Clinton
 Gnora Ford-Lepthien
 Jackie Griffin
 James O'Dell
 Jason Robbins
 JD DeLuzio
 Jeff Beeler
 Jen Haeger
 Jessica Drummer
 Jessica Humiston-Aman

John Patrick
 Jon King
 Josie Kusner
 Juno Aventurine
 Kevin Nickerson
 Kristy Currier
 LaPenguinista (Tracy Worcester)
 Laura Cascos
 Levi Chaffee
 M. Sotherden
 Margaret Moon
 Marshall Stephens
 Mary Lynne Gibbs
 Matt Arnold
 Mel
 Michael Cieslak
 Michael W Lucas
 Mike Kwiatkowski
 Norman Witte III
 Paul Kemner
 Robin
 Ross Smith
 Ryan Kather
 Sarah Jane Catlin
 Stephen Zimmer
 Steven Southard
 Terry Howald
 Tim Fether
 Tony Hills
 Tracie Leitner
 Trico Lutkins

Convention Committee and Staff

Convention Chair — Dave “Ska” Green

Assistant Chair — Jeff "Mariachi" Marraccini
Discord Wrangler — Brandon Webster

Head of Communications — Amy Wright

Graphic Design — Erik Olsen
Advisor — Scott Kennedy
Advisor — Mark Ramm
Signage — Breanna Greer

Head of ConSuite and Logistics — Dan Eckerd

ConSuite Staff — Meghann Pardee

Program Operations Head and Hotel Liaison — Cylithria “Lithie” Dubois

Asst Program Ops — Peter Cerra

Sched Consigliere — Cylithria “Lithie” Dubois

Head of Programming & Accessibility — Chelle Green

Programming Staff — Ian Sterrett
Game Room Staff — Nick Baker
Game Room Staff — Jaimee Livingston
Game Room Staff — Veronica Machak
Game Room Staff — Liam McGlohon
Game Room Staff — Jason Miller
Game Room Staff — Heather Williams
Game Room Staff — Lloyd Williams
Silent Auction — Anthony Distel

Head of Maker Market — Angel "Bagel" Garrison

Co-Head of Operations — Paul Keyes

Co-Head of Operations — Sarah Jane Catlin

Ops Staff — Michael Emig
Ops Staff — Heather Grewette
Ops Staff — Nikie Nevius
Ops Staff — Keri Springer
Ops Staff — Kelly Vanderwell
Ops Staff — Bruce Wolf

Head of Registration — James Hoxey

Assistant, Registration — Allison Anderson
Assistant, Registration — Amanda Robinson

Head of Talent — Colleen Nye

IT Support/Tech — Paul Keyes

Treasurer — Jessica Roland

Board of Directors

President	Jessica Roland
Vice President	James Hice
Secretary	Scott Kennedy
Treasurer	Chelle Green
Member at Large	James Gamble
Member at Large	Christi Volny
President Emeritus	Randy Bradakis



PENGUICON HISTORY

Penguicon 2022

April 24-26, 2022 @ Westin in Southfield | ConChair: Ska Green

Guests of Honor: Nuri Gocay | Larry Nemecek | Tracy Barnett

Penguicon 2021

April 23-25, 2021 @ Virtual | ConChair: Ska Green

Guests of Honor: David Revoy | Chris Crawford | Casey Fiesler | Leonard Balsera | Larry Nemecek | Jo Walton

Penguicon 2020

April 24-26, 2020 @ Virtual | ConChair: Bagel Garrison

Guests of Honor: Margaret-Ann Miller | Jo Walton | Larry Nemecek | Christopher Webber

Penguicon 2019 - Focus: Education

May 3-5, 2019 @ Westin in Southfield | ConChair: Jessica Roland

Guests of Honor: Saladin Ahmed | Zed Shaw | Mikey Mason | Crafty Celts (Daniel Hansen) | Sophia Brueckner | Karen Corbeill

Penguicon 2018 - Focus: Connectivity

May 4-6, 2018 @ Westin in Southfield | ConChair: Cassy Sinke

Guests of Honor: Mark Oshiro | Johnny Xmas | Dr. Kristine Larsen | Christine Sunu | Writing Excuses Podcast - Mary Anne Mohanraj; Mary Robinette Kowal; Amal El-Mohtar | Magic Meeple Games (Trish and Ian Stedman)

Penguicon 2017 - Focus: Retro Theme (Penguicon Turns 15!)

April 28-30, 2017 @ Westin in Southfield | ConChair: Cylithria Dubois

Guests of Honor: [Hack of Honor] The Tricorder Project | Ada Palmer | Cory Doctorow | Sumana Harihareswara | Coraline Ada Ehmke (Canceled) | Kevin Macleod | Tommy Edison & Ben Churchill

Penguicon 2016 - Focus: Artificial Intelligence and Intelligent Agents

April 29-May 1, 2016 @ Westin in Southfield | ConChair: Scott Kennedy

Guests of Honor: Ann Leckie | [Hack of Honor] Sirius (Professors Lingjia Tang and Jason Mars) | Catherynne Valente | Deb Nicholson | Ann Lemay

Penguicon 2015 - Focus: Human Augmentation

April 24-26, 2015 @ Westin in Southfield | ConChair: Nuri Gocay

Guests of Honor: [Hack of Honor] E-Nabling the Future (Jen Owen and Ivan Owen) | Albert Manero | Charlie Jane Anders | Annalee Newitz | Aral Balkan

Penguicon 2014 - Focus: Privacy and Security

May 2-4, 2014 @ Westin in Southfield | ConChair: Nuri Gocay

Guests of Honor: [Hack of Honor] Gameface Labs | Ernest Cline | YTCracker | Eva Galperin | Erika Carlson

Penguicon 2013

April 26-28, 2013 @ Marriott Centerpoint Auburn Hills | ConChair: Sarah Slovik

Guests of Honor: Jason Denzel | Jim C. Hines | Jeff Potter | Maik Schmidt | Michael W. Lucas | Nick Farr

Penguicon 2012

April 27-29 2012 @ Hyatt Regency Dearborn

ConChair: Chuck Child, departed, never forgotten

Guests of Honor: [Hack of Honor] Open Soda | John Scalzi | Jim Gettys | Scrub Club Records

Penguicon 2011

April 29-May 1, 2012 @ Troy Marriott | ConChair: Chloe Zrnich (limesy)

Guests of Honor: MC Frontalot | Brandon Sanderson | Jimmie P. Rogers | Howard Tayler

Penguicon 2010

April 30-May 2, 2010 @ Troy Marriott | ConChair: Randy Bradakis

Guests of Honor: [Hack of Honor] i3Detroit | Joe Brockmeier | Marcel Gagné | Karl Schroeder | Spider Robinson (Canceled) | Jeanie Robinson (Canceled) | Howard Tayler

Penguicon 7.0

May 1-3, 2009 @ Crowne Plaza in Romulus | ConChair: Matt Arnold

Guests of Honor: Rasmus Lerdorf | James Hall | Andrew Hackard | Jane McGonigal | Wil Wheaton (Canceled) | [Hack of Honor] CandyFab

Penguicon 6.0

April 18-20, 2008 @ Troy Hilton in Troy | ConChair: Gerald Gentry

Guests of Honor: Benjamin Mako Hill | Jono Bacon | Vernor Vinge | Tamora Pierce | Randall Munroe | Keith Baker | [Hack of Honor] Singing Tesla Coils (aka Zeusaphone)

Penguicon 5.0

April 20-22, 2007 @ Troy Hilton in Troy | ConChair: John Guest

Guests of Honor: Bruce Schneier | Charlie Stross | Elizabeth Bear | Christine Peterson | Steve Jackson | Randy Milholland

Penguicon 4.0

April 21-23, 2006 @ Holiday Inn Holidome in Livonia @ ConChair: Aaron Thul

Guests of Honor: Chris DiBona | Frank Hayes | Steve Miller | Sharon Lee | Andy Looney | Kristin Looney | Alison "Looney" Frane

Penguicon 3.0

April 22-24, 2005 @ Novi Sheraton | ConChair: Bill Putt

Guests of Honor: Nat Torkington | Dr. Peter Salus | Cory Doctorow | Joan D. Vinge | Eugene Roddenberry Jr | Kevin Siembieda | Wil Wheaton (Canceled)

Penguicon 2.0

April 16-18, 2004 @ Novi Sheraton | ConChair: Steve Gutterman

Guests of Honor: Jeff "Hemos" Bates | Jon "maddog" Hall | Neil Gaiman | Steve Jackson | Wil Wheaton (Canceled)

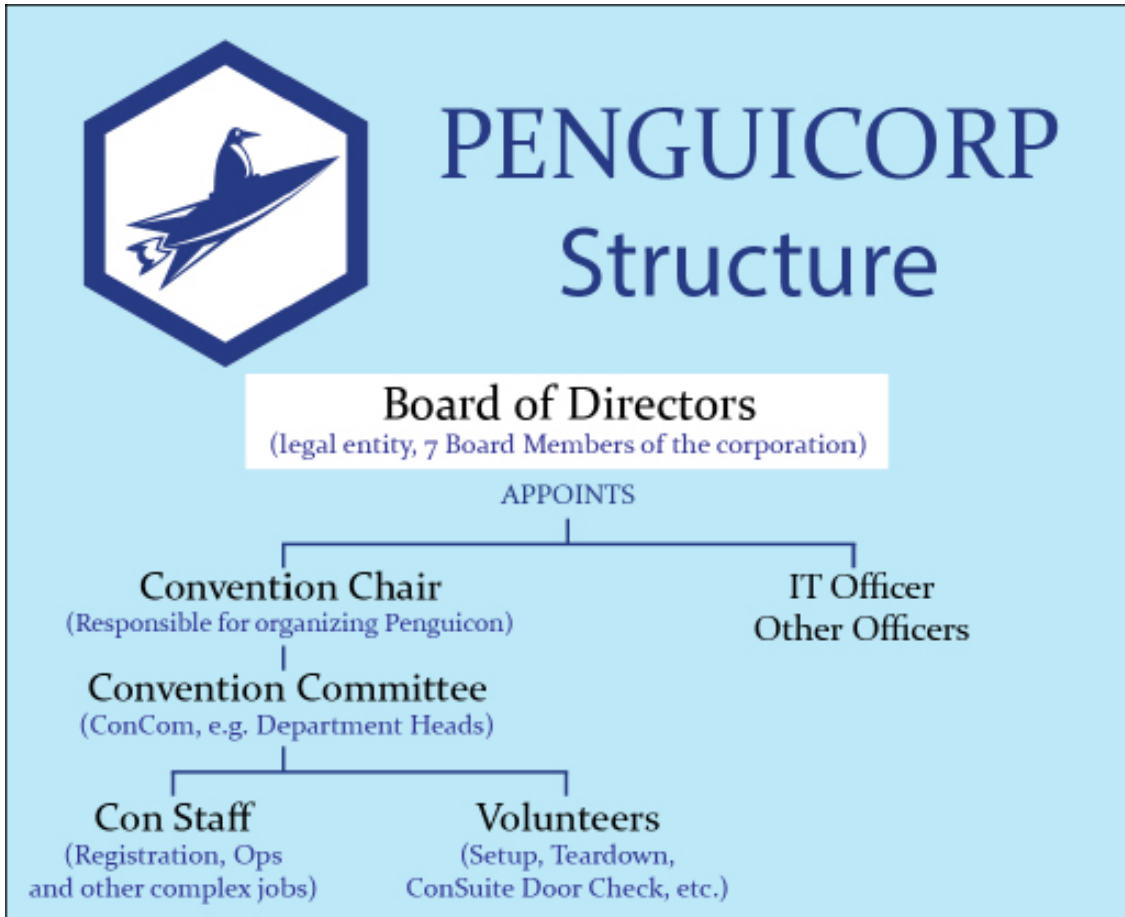
Penguicon 2003

May 2-4, 2003 @ Van Dyke Park Hotel | Co-Founders: Tracy Worcester and Rob Landlely

Guests of Honor: Eric S. Raymond | Rob "CmdrTaco" Malda | Terry Pratchett | J D "Iliad" Fraser | Pete Abrams

We'd like to thank the volunteers of previous Penguicon Convention Committees for putting everything they had into this all-volunteer non-profit community event. Penguicon would not be what it is today without your efforts.

Penguicon's success each year is due to our diverse community of volunteers that continue to give of their time and talents. There are many unique opportunities, and volunteering for any amount of time is a wonderful way to give back to the community. We would love for you to join our team! Contact us for details



Feedback

Thank you for attending Penguicon 2023! We welcome feedback so that we can continue to grow as a group. If you have any comments-- good or bad!-- we want to hear from you. Please this form: <https://forms.gle/mdL1pYPnqzSQgMUb7> to provide feedback. Thanks and see you in 2024!



