

Questionnaire

Updated for SMOFcon 40, December 2023

General



Name of Convention?

Glasgow 2024, A Worldcon for Our Futures

What dates will your convention run?

8 - 12 August 2024

What is your convention host city?

Glasgow, Scotland, UK

Is your convention site in a city center location or a suburb? If a suburb, what are the transport options into the city center? How far is the site from the city center?

Our site is within Glasgow, approximately 1000m from the city centre. The Exhibition Centre train station is on the northern edge of the SEC with a direct link to Glasgow Central Station, and there are bus stops on Congress Way (east of the Hydro) and on Finnieston Street (to the southeast of the SEC).

What are your main facilities? How far are your hotels from your main venue?

Our venue is the [Scottish Event Campus, Glasgow \(SEC\)](#). Glasgow SEC has strong relations with previous Worldcons - both Intersection (1995) and Interaction (2005) were held here. They also have a good relationship with the City, City Council and fans in the local area. Satellite, the Scottish 'natcon', is held in the Crowne Plaza hotel, which adjoins the convention centre.

Since our last Worldcon, the SEC have updated their 3000-seat auditorium (the SEC Armadillo) with better acoustics, seating, and a Sennheiser Mobile Connect assistive audio system. There are now 8 hotels on site with a total of 1500 rooms. The new adjoining events arena (the OVO Hydro) has further conference rooms and breakout spaces which could be used for parties / launches or for overflow programme spaces.

Map of SEC campus:

<https://www.sec.co.uk/organise-an-event/capacities-dimensions>

Room halls and dimensions map:

https://www.sec.co.uk/assets/doc/SEC_Capacities_2018_MAP_TABLE-feb0dc6bc8.pdf

The Crowne Plaza hotel is directly attached to the SEC Centre.

The area around the SEC, now called 'The Campus', has seen rapid development over the last two years. There are now **9 on-site hotels** to fit a range of prices, with the furthest 400m away from the SEC entrance. At present there are 2000 rooms via AirBnB operating throughout the city.

We have reserved Halls 1, 2, 4, and 5 with an option on Hall 3, and we will be using the rest of the SEC Centre, the Armadillo, and rooms in the Campanile and Village hotels. We will not be using the Hydro auditorium (it is too large, at 12,000 seats). In addition, we have spoken to the Science Centre (200m across the river) about use of some of their spaces - an additional 5 small auditoriums (including a Planetarium) and several

large open spaces within the museum. We will consider these options in the event of needing overflow.

Who is your convention chair?

Esther MacCallum-Stewart

Who is on your committee?

Convention Chair

Esther MacCallum-Stewart

Vice Chair

Marguerite Smith

Committee

Chair's Team	Timeline - Bobbi Armbruster, Joyce Lloyd Risk register - Colette Reap Death of e-mails - Ben Yalow
Art, Dealers & Displays (Exhibits)	John Dodd DDH - Emjay Ameringen, Alice Lawson, Pat Maher
Convention Support	Tammy Coxen
Events	Vincent Docherty
Facilities	Mark Meenan DDH - Mark Herrup, Theresa Renner
Finance	Steve Cooper Pre-con registrars - Chris Ragan, Terry Neill At-con registrar - David Guon
IT and Online Services	Paul Taylor, Fionna O'Sullivan
Logistics	Brian Nisbet

	DDH - Bella Storey-Cosgrave, Zoe Thompson
Member & Staff Services	Shana Worthen
Programme	Maciej Matuszewski, Ian Stockdale
Promotions	Matt Calvert, Meg MacDonald DDH - Noelle Ameijenda, Marcin 'Alqua' Kłak
Publications	Sara Felix DDH - James Bacon, Lauren Raye Snow
WSFS	Nicholas Whyte DDH - Kathryn Duval, Kat Jones
Chair's Advisory Group	Bobbi Armbruster, James Bacon, Tammy Coxen, Vincent Docherty, Colin Harris, Joyce Lloyd, Kat Tanaka Okopnik, Nicholas Whyte, Ben Yalow

Our full staff document can be seen here:

<https://glasgow2024.org/committee/>

What experience do they have in general?

Between them, the team have several decades of experience volunteering for and running conventions. We have also where possible drawn staff and committee members from the Glasgow community, and have made strong efforts to be diverse in our recruitment. We believe strongly in integrating new voices with more established ones, in order to develop fandom in and around Scotland and the UK.

What experience do they have in running Worldcons?

The current staff includes seven Worldcon chairs in addition to Esther, including two Chairs of the previous Glasgow events, and several Eastercon/Satellite chairs. We also have a number of new faces within the group to promote new ideas and growth

within the organisation. The team have a wide range of experience volunteering for Worldcons and other conventions, and we are recruiting locally to make sure that Glasgow fandom is an essential part of our convention

If applicable, have you agreed to participate in Pass-Along-Funds? Would you be willing to increase the percentage from 50% to 70%?

Yes, if possible, we will participate in pass-along funding. Pass-along is very important to us as a convention, but we have made no decision yet as to whether we intend to increase our pass-along beyond the standard 50%.

What is the sponsoring organization?

Is the sponsoring organization a 501(c)(3) or otherwise a non-profit? If not a 501(c)(3) but a non-profit, please explain.

Is the sponsoring organization tax-exempt for local taxes, especially sales tax?

There is no sponsoring organisation in the sense that it is commonly used for US Worldcons.

Glasgow 2024 is run through a private not-for-profit company limited by guarantee and incorporated in the UK, Glasgow 2024 Limited. Strictly speaking, only registered charities in the UK can use the "nonprofit" label, and a Worldcon does not qualify.

Therefore, Glasgow 2024 Limited is not tax-exempt. It is liable for VAT and for corporation tax.

What is your website and/or Facebook group?

You can find Glasgow 2024 at the following locations online.

<https://www.glasgow2024.org>

<https://www.facebook.com/GlasgowIn2024> (formal communications)

Who should people contact for additional information or questions (email preferred)?

Please contact info@glasgow2024.org.

Travel

What is the typical current airfare to your closest airport from world cities such as London, Boston, Los Angeles, Tokyo, Melbourne, etc.?

Estimates were created by checking fare comparison sites and selecting the “best” fares (not the cheapest) from the named city to Glasgow. Dates used were the 7th - 14th August 2024, to represent people arriving the Wednesday before the convention and departing one week later.

Prices are still high, possibly as an ongoing effect of pandemic-related staffing issues. The fluctuations of airfares also mean that these fares may drop closer to February 2024, 6 months in advance of the convention. Seasonal routes may also be available, leading to more non-stop routes.

	UK pounds (GBP)	local currency
Boston	£ 665 (1 stop)	811 USD
Brisbane	£ 1,248 (1 stop)	2,390 AUD
Cairo	£ 550 (1 stop)	20,733 EGP
Chengdu	£ 1,086 (2 stops)	9,679 RMB
Chicago	£ 745 (1 stop)	908 USD
Dublin	£ 42	48 EUR
Entebbe	£ 995 (1 stop)	4,541,084 UGX
Helsinki	£ 223 (1 stop)	257 EUR
Lagos	£ 1,260 (1 stop)	1,174,071 NGN
London	£ 57	57 GBP
Los Angeles	£ 921 (1 stop)	1,122 USD
México City	£ 1,223 (2 stops)	26,731 MXN
Montréal	£ 795 (1 stop)	1,321 CAD

New York	£ 630 (1 stop)	768 USD
Seattle	£ 773 (1 stop)	942 USD
São Paulo	£ 668 (1 stop)	4,103 BRL
Tel Aviv	£ 474 (1 stop)	2,309 ILS
Tokyo	£ 1,505 (1 stop)	274,053 JPY
Wellington	£ 1,415 (2 stops)	2,922 NZD

Given our desire to create a sustainable convention, we also encourage members coming to site to look into alternative travel means. For example, there are “sail and rail” or “boat and bus” packages from Ireland to Glasgow, sleeper trains across the UK and continental Europe, and other methods that take longer but will be more environmentally-friendly.

Do international flights, as well as domestic, fly into your local airport?

Which airlines? If not, where is the closest international airport?

Are direct flights from the cities above flown into your local airport?

Glasgow is an international airport with numerous connections to both eastbound and westbound flights. There are also frequent flights to Dublin (which offers preclearance for travellers to the US), London Heathrow and Amsterdam Schiphol.

A direct destination map can be seen [here](#), with national and international destinations including:

Amsterdam, Belfast, Birmingham, Dubai, Dublin, Dusseldorf, Halifax, Hurghada, London Gatwick, London Heathrow, Madrid, Manchester, Orlando, Paris, Reykjavik, Toronto.

There are [sixteen airlines](#) which currently operate officially into Glasgow International, which can be seen on the airport website. Codeshares and partner airlines expand this further. For example, American, United, and Delta are not listed on that webpage but partner with BA, Lufthansa, and KLM, respectively.

How far is your convention site from the nearest airport/train station and what is the likely cost of getting to the hotels by both public transport, shared ride service (Lyft/Uber/etc.), and taxi from that airport/train station?

Dedicated train station: Exhibition Centre Station

Nearest International Airport: Glasgow International

Nearest Main Station: Glasgow Central (direct trains to London, Manchester, Edinburgh, Stafford).

Taxi From Airport £15

Taxi From Glasgow Central Station £6

What is the visa situation for citizens of foreign countries to attend your convention? What countries are eligible for ESTAs (Electronic Travel Authorizations which are generally a formality)? What countries would require visas? How long does it normally take to get a visa, and what does it cost?

The updated list of visa-required nations can be found on the UK Government's [Immigration Rules](#) page, but a list is also included here for completeness. The [application process](#) has a number of required documents specified. A standard visa, valid for 6 months, is £115. You can apply no earlier than three months before visiting, and current estimates indicate three weeks for a decision.

We are already receiving requests for letters of attendance to use as supporting documentation and are setting up a special team to process such requests. We will be unable to provide specific visa advice for individuals.

The UK is introducing an Electronic Visa Authorisation programme with the intent of it being fully operational by the end of 2024. This will apply to all non-visa citizens or nationals, including Europe, the US, Australia, and Canada. It will also fully replace the Electronic Visa Waiver programme. At time of publication, it is only open to Qatari citizens and nationals. For the moment, this will not apply to lawful Irish residents travelling from within the Common Travel Area (CTA).

An EVA costs £10 and is valid for 6 months as a visitor or 3 months for a creative worker visa concession. The ongoing rollout means that people intending to attend Worldcon should keep an eye on when each phase launches, though we will also try to push information out to members and potential members.

There is currently an [Electronic Visa Waiver programme](#) in place for citizens or nationals of the following countries: Bahrain, Kuwait, Oman, Saudi Arabia and United Arab Emirates. An EVW costs £30 and is valid for 6 months if you are entering the UK for tourism, medical treatment, business, or study.

Visas are required for all citizens or nationals of the following countries. An asterisk means that there are possible exceptions (e.g., use of the EVW instead), but all details should be checked with the official government pages and/or visa advice officials. A standard visa, valid for 6 months, is £115. You can apply no earlier than three months before visiting, and current estimates are three weeks for a decision.

Afghanistan, Albania, Algeria, Angola, Armenia, Azerbaijan, Bahrain*, Bangladesh, Belarus, Benin, Bhutan, Bolivia, Bosnia Herzegovina, Burkina Faso, Burundi, Cambodia, Cameroon, Cape Verde, Central African Republic, Chad, People's Republic of China*, Comoros, Congo, Côte d'Ivoire (formerly Ivory Coast), Cuba, Democratic Republic of the Congo, Djibouti, Dominica, Dominican Republic, Ecuador, Egypt, El Salvador, Equatorial Guinea, Eritrea, Eswatini (formerly Swaziland), Ethiopia, Fiji, Gabon, Gambia, Georgia, Ghana, Guinea, Guinea Bissau, Haiti, Honduras, India, Indonesia*, Iran, Iraq, Jamaica, Jordan, Kazakhstan, Kenya, Korea (North), Kosovo, Kuwait*, Kyrgyzstan, Laos, Lebanon, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Moldova, Mongolia, Montenegro, Morocco, Mozambique, Myanmar (formerly Burma), Namibia, Nepal, Niger, Nigeria, North Macedonia (formerly Macedonia), Oman*, Pakistan, Philippines, Russia, Rwanda, São Tomé and Príncipe, Saudi Arabia, Senegal, Serbia, Sierra Leone, Somalia, South Africa*, South Sudan, Sri Lanka, Sudan, Suriname, Syria, Taiwan*, Tajikistan, Tanzania, Thailand, Timor-Leste, Togo, Tunisia, Turkey*, Turkmenistan, Uganda, Ukraine, United Arab Emirates*, Uzbekistan, Vanuatu, Venezuela, Vietnam*, Yemen, Zambia, Zimbabwe.

Facilities

What hotel(s) are being used for the convention?

The Glasgow SEC campus now has 8 hotels on site and we have been negotiating room blocks with these hotels. We have already discussed room allocations in the [Crowne Plaza](#), which is attached to the convention centre.

We have also contracted with 21 hotels around the city and will be releasing room rates soon.

Hotels on site:

[Campanile Hotel](#)

[Crowne Plaza](#)

[Hilton Garden Inn](#)

[Premier Inn SEC, Pacific Quay](#)

[Radisson Red](#)

[Marriott Moxy](#)

[Marriott Courtyard](#)

[The Village](#)

How many rooms, what type, accessibility issues, etc.?

There are 8,308 hotel rooms available within 2 miles of the SEC, with eight hotels on site. The Glasgow Convention Bureau have secured 2,000 rooms for Glasgow 2024 already. At present there are an additional 2,000 rooms via AirBnb operating throughout the city.

The area around the SEC (now called 'The Campus'), has seen rapid development over the last two years, including the addition of four new hotels. There are hotels to fit a range of prices, with the furthest 400m away from the SEC entrance.

The newly built Radisson Red (200m distance) contains artwork and murals in each of the 174 rooms by local comic book artist Frank Quitely, emphasising the SEC's commitment to geek and fan culture. The hotel also contains a rooftop bar which overlooks the SEC campus and is suitable for private events / parties.

[Frank Quitely's work with the Radisson Red](#)

Several of the hotels on The Campus have party spaces or food/bar areas that can be booked out.

Accessibility

It is a legal requirement that hotels contain a number of accessible rooms, including but not limited to roll-in showers, grab bars, bathrooms suitable for wheelchair users and power sockets for mobility charging. We are investigating these with our team so that we can make the best provision for our on-site members.



Accessible Bathroom in the Radisson Red
(image by Vanessa May)



Accessible bathroom in the Campanille Hotel
(image by Esther MacCallum-Stewart)

What are your hotel room rates?

The rates will vary by hotel, but booking through the Glasgow Convention Bureau will mean rates from £120 - £322 per night. Room bookings will be released to members in January 2024.

Do these rates include breakfast?

Breakfast is included in our room rates, and breakfasts are large! Most hotels supply breakfast buffets. The Hilton Garden Inn on site has a sustainable food waste policy on less busy days, where food can be ordered from the countertop instead. This is increasingly typical of initiatives across the city - for example the Radisson Red in the city centre also cooks food on demand rather than have hot food pre-cooked and sitting out.

Do they include internet access in the room?

Yes, internet access is included in room rates as standard.

How firm are these rates?

The rates agreed with the Glasgow Convention Bureau are firm. If attendees choose to book directly with a hotel or through a service like AirBnB, rates will vary.

What additional taxes and fees are there?

All rates are fully inclusive of VAT as displayed.

What does parking cost at your main hotel and/or convention center?

Parking is generally metered in the town centre by hour.

The newly built Hydro Carpark on site is famous for its extremely ugly exterior design and known locally as 'The Cheese grater' (although our Facilities DH Mark quite likes it). It is approx 200m from the SEC entrance.

At time of writing, the Cheese grater Rates are:

0-1 hour - £5.00
1-12 hours - £10.00
12-13 hours - £15.00
13-24 hours - £20.00



The Cheese grater at the SEC, and just imagine how much cheese this could process.

Do you have a signed (contingent) contract or letter of intent specifying the above?

Yes, we have a firm contract through the Glasgow Convention Bureau for the aforementioned 2,000 rooms, plus individual contracts with our venues.

What is the distance from the nearest door of your main hotel(s) to the closest entrance of the convention site?

What are the transportation options for those who prefer not to walk or who have mobility difficulties?

Here is a summary of the points:

- The Crowne Plaza is attached to the convention centre.
- Scooter and wheelchair rental are available from the SEC to be used on site.
- The Exhibition Centre train stop is wheelchair accessible, with most stops along the route having an elevator available between platforms and the entrance / exit if required.
- The SEC's redevelopment plan includes plans to improve access to the train station - due to begin in 2024 (no fixed date at present).

- Currently there is a long covered footbridge that runs across the railway line to the station entrance. This is sloped at both ends.
- Buses have hydraulic doors that raise and lower for wheelchair users to board.
- Pavements around the SEC have slanted or low lips.
- It is a legal requirement for prams to give way to mobility devices on public transport.

Where will your large events be held?

We are currently planning on our major events to be held at the SEC: The Armadillo (3400 seats). The Armadillo has recently upgraded its sound and interior technology.

<https://www.sec.co.uk/organise-an-event/event-spaces/sec-armadillo>

We know that some attendees will not be able to or will choose not to attend the major events in person. With this in mind, we have spoken to the venue about streaming around the venue. The SEC plans to integrate a wider capacity for this and are keeping us updated. In 2021, hosting COP26 allowed them to get a good idea of how the venue could accommodate heavy internet usage. Our tech teams are now in conversation with the venue about this. Discussions are ongoing in order to fit with our online platform plans. We intend to stream some large events, including the Hugos.

Please describe the restaurant scene near your site.

There are various chains and eateries on site, including a restaurant and a bar.

[The Clydebuilt Bar & Kitchen](#) is a bar inside the SEC which also serves food.

[La Rotunda](#) is a restaurant 200m from the entrance to the SEC. It serves a variety of dishes from different cuisines including vegetarian and gluten free options, however the kitchen is shared between all menus. We would not recommend this restaurant for people with sensory processing requirements as it can be very noisy and busy.

There are restaurants in each hotel.

There is a mini supermarket inside the SEC which sells snacks and sandwiches, and a supermarket about 500m from the venue (Sainsbury's).

There is a small cafe inside the SEC which sells a range of snacks and baked goods. We are also negotiating with the SEC to see whether we can provide further food options inside the building.

Beyond the SEC

Glasgow has undergone a foodie revolution in the last few years and the centre of town now has a huge and often inexpensive range of excellent food, both local and international in flavour.

To the North of the venue is the Finnieston area, which has a thriving coffee and cafe scene, as well as several friendly pubs. Extending along the Byres Road are a huge selection of pubs, cafes and restaurants.

Here are some of our favourites across the city:

[The Ubiquitous Chip](#). Hands down the best place for neeps, tatties (mashed turnips and potatoes) and haggis in town. Excellent bar food and a more expensive but equally good restaurant. Recently bought by real ale chain Greene King.

[Hanoi Bike Shop](#). Incredible Vietnamese Street Food. Ask for the buffet and you will get 8-10 dishes from the daily menu which are all delicious. Always busy, but go for a pint across the road first in...

[Curlers Rest](#). Great local pub, comfortable seating and friendly staff. Guest ales and beers, not too noisy. The food is also good and in July 2022 the pub has had a refit [Bread Meats Bread](#). This burger den is at the heart of the burger district - an area around the central station specialising in... burgers. There are several upmarket burger chains here. This one stands out from the crowd and has won multiple local burger awards.

[The Society Rooms](#). We do not particularly recommend the food or the drink, because this is a Weatherspoons! But we do recommend the company, as this is where the monthly Scottish fan meet-up; 'Resurgence of Trout', is held. (If you want to know why it's called that, ask a local!).

[The Yarn Cake](#). Do you love Cake? Do you love Yarn? Do you love both at once?!!! The Yarn Cake serves a series of delicious yarns for all budgets and scrumptious cakes for every size of tummy to go with them. Great company, knitting and scram!!

Uber Eats, Just Eat and Deliveroo operate throughout the city.

What arrangements will be made for evening socializing and party space? Do you have a corkage waiver?

Although Scotland does not have a culture of room parties or suites, we have a provisional agreement for corkage and forage with the hotel.

There is also a beautiful (and wheelchair accessible) bar space in the new Radisson Red hotel which overlooks the river, as well as several new eateries on site which would be suitable for private events.

However, we have chosen to put our fan spaces into the less-crowded, better-ventilated SEC itself. For those who attended Loncon 3 in 2014, we will be using the same "[fan village](#)" model, where spaces will be set up for various fan groups to host tables and activities. WE are calling this area The Landing Zone, so that it is distinct from The Village Hotel (where the Business Meeting will be held).

Please describe the policies / laws regarding smoking in your hotel(s), convention center, and city.

Hotel	Crowne Plaza - no smoking. This list will be updated as we contract with other hotels.
SEC	Total ban inside, with designated smoking areas away from buildings outside.
City	Total ban in public buildings, including bars, with smoking outside restricted to a designated distance away from buildings and doorways.

Miscellaneous

What type of weather can we expect during your convention? What is the average temperature during that time of year?

The average temperature is 15 degrees Celsius, or 59 degrees Fahrenheit. Glasgow can be a wee bit nippy and Glaswegians like to make jokes about the rare appearance of 'the burning ball in the sky'. Pack a jumper. Also, it will rain, and when it does, it's usually heavy. Maybe also pack wellies so you can play in puddles.

<https://www.metoffice.gov.uk/public/weather/climate/>
<https://www.metoffice.gov.uk/public/weather/climate/gcuy0ce1v>

If you require a super duper up-to-date app about weather, especially as Glasgow's weather can be quite changeable, we've heard good things about Overdrop and Weawow. Weawow even lets you pick the WeatherKit data source, which used to be the foundation of Dark Sky and is now rolled into Apple Weather.

What are some of the main tourist attractions of your city?

Glasgow was the City of Culture in 2014, and used that year to really develop its cultural scene. This continues today with a huge emphasis on the local and regional importance of arts, creativity and performance. Glasgow also has numerous [quirky museums](#) and places to visit, and of course, there's lots of whisky, including a distillery attached to the SEC.

Since Worldcon has been to Glasgow before, here are some well-known and less-well-known places to visit.

- [Hunterian Museum](#). The Hunterian has held everything from T-Rexs to unprinted pages from Art Spiegelmann's Maus, and has strong local ties to Glasgow's comic book and art scene.
- [Glasgow Central Railway Station](#) holds regular tours under the station and beyond. Hard hats provided!
- [Alasdair Gray's mural in Òran Mór](#) is publically available and absolutely stunning.
- [The Scottish Ballet](#) is world renowned.
- [The Sharmarka Kinetic Theatre](#) is a permanent exhibition of glorious scrap sculptures, set to music, by Eduard Bersudsky.
- [The Science Museum](#) is a 500m walk from the SEC / Crowne Plaza. It is full of science!
- [The Riverside Museum](#) is a 600m walk from the SEC / Crowne Plaza. It is full of Glasgow History and the Scottish Transport Museum!
- But wait, what's this in between the Riverside Museum and the SEC?!! Drop into the [Clydeside Distillery](#) on the way!
- You can go on tours to see [locations from Outlander](#), look for [Nessy](#) or catch the [Caledonian sleeper to London](#). We are in the process of planning tours.

- The Tunnock's factory is often oversubscribed, but [tours](#) are available if you are lucky! (and if you are not lucky, here's [ten facts about Tunnock's](#) to keep you going)

Are you planning to have any membership discounts for certain demographic groups, such as historically marginalized groups, young adults, seniors, or military?

We are currently offering three discounted Adult Rates:

- **First Worldcon** – This is open to any adult who by attending Glasgow 2024 will be attending their first Worldcon in-person. Having attended a Worldcon virtually does not exclude you from taking up this rate.
- **Scottish Fan** – This follows on from a tradition started by Dublin 2019 who wanted to encourage local fans to join. We are offering a discounted rate to anyone who is resident in Scotland, the Hebrides, Orkney or Shetland.
- **Historically Under-represented Voices** – This is a new discounted rate for Worldcons and is offered as a small part of our commitment to making Glasgow 2024 as diverse and representative an event as we can. This discounted rate is available to anyone who self-identifies as being part of this group.

And also four that are related to age at the first day of the convention:

- **Y.A. Attending** – This type of membership is available to anyone who will be aged 16 to 25 at the start of the convention (so to anyone born between 1999 and 2008). It comes with WSFS voting rights.
- **Local Y.A. Attending** – This type of membership is available to anyone who will be aged 16 to 25 at the start of the convention (so to anyone born between 1999 and 2008). It comes with WSFS voting rights.
- **Teen Attending** – This type of membership is available to anyone who will be aged 11 to 15 at the start of the convention (so to anyone born between 2008 and 2013). It comes with WSFS voting rights.
- **Child Attending** – This type of membership is available to anyone who will be aged 6 to 10 at the start of the convention (so to anyone born between 2013 and 2018). It is attending only, no voting rights.
- **Infant Attending** – This type of membership is available to anyone who will be aged 0 to 5 at the start of the convention, so to anyone born after 2018, and will be a nominal admin fee.

We do not currently plan any other discounts, but we do have an instalment plan process available.

How do you plan to recruit staff? Will there be a discount membership rate for staff? Do you plan crash space for staff? Etc.

We have been recruiting staff across several methods:

- Changing our approach: rather than defining roles as they have been in the past, we look at discrete tasks and skill sets. We also create jobs based on the skills and time our volunteers have.
- Writing job descriptions and posting them publicly, asking for people to apply.
- Speaking to the existing volunteer pool, i.e., those who volunteered without a particular role in mind.
- Approaching existing con-runners across our wider networks.
- Approaching various organisations (e.g., universities, local writers' networking groups) for potential con-runners

We currently have no specific staff rate; we have a number of discounted rates available to all. We are also starting our fan fund / community fund setup along the lines of recent Worldcons

**What is your vision for your convention?
How do you plan to make it happen?**

We want our Worldcon to be Caring, Inclusive and Imaginative; to reach out to our communities and welcome them to a space which celebrates everything wonderful about Science Fiction and Fantasy. We want what all Worldcons do - to unite fans in a fantastic week of revelling in the best we have to offer, to hear voices speak of ideas, plans and dreams, and to surprise you, a little (or a lot!). We want to make excitement around our brilliant members, new and old. We want you to have a great time, and to look to our futures with hope. Most importantly, we want to include you.

Creating our Worldcon is a process that we have steadily built over the last few years. We have aimed to embed our Vision from the start of this, integrating our ideals and aims as we have planned.

Across social media we have been making excitement and reaching out wherever we can, running online events and staffing a host of fan tables at virtual conventions around the world.

Our Ideas Bank team have worked on aspects such as our Code of Conduct, and how it needs to adapt to our current environment, website presentation and outreach. We are also continuing to develop initiatives that promote inclusion and diversity, and consider how we need to move forwards. This has resulted in a partnership with the University of Glasgow to create a network for Under-Represented Voice in Scottish Science Fiction, which will begin before the convention and result in a series of exciting events during Worldcon itself.

Behind the scenes, we have pivoted our infrastructure to dovetail current online systems such as Discord, in order to become adept at using it, and worked to make our team reflect our vision in action and representation.

What is a notable aspect of your local fan culture and how do you plan to incorporate it into your convention?

Just one? We're going to cheat...

In light of recent events, and the ongoing importance of making our community Caring, Inclusive and Imaginative, we have committed to a policy of diversity and inclusion. We are working with local groups and communities to make this happen, and have committed to a policy of recruitment that includes as many voices as possible.

Our statement in response to major events in 2020 can be seen here:

<https://glasgow2024.org/2020/06/glasgow-in-2024-supports-black-lives-matter-and-trans-lives-matter/>

This is an ongoing action by ourselves as we must not simply speak, but should act towards this statement. Following on from the events we have already run on our social media, our first collaboration is a joint piece of work between Glasgow University's fantasy department which aims to showcase BPOC, LGBTQI+ and other underrepresented Scottish voices through a series of online discussions and interviews, which will be broadcast on our social media, starting in August 2022. The work will also be represented at Worldcon, should we become successful. An archive of this work will be publicly accessible online.

In 2023, we have partnered with People Make Glasgow (the City Council), and the Royal College of Nurses to engage with their Accessible Glasgow policy. This lists multiple accessible sites around the city. As one of the first groups to engage with this, we will also be providing feedback to the initiative during our convention.

Our national convention, Satellite, has an ongoing remit to showcase Scottish Science and Scientific achievements. We are working closely with Satellite to make this an important element of the convention.

Do you have a code of conduct? If so, is it available online and if so, where?

Our Code of Conduct is on our website here:

<https://glasgow2024.org/conduct>

This is a living document and we expect all Team members to abide by this, as well as those of any events that they are attending as representatives of Glasgow 2024.

This policy will guide us towards the CoC that we will use if we should become a seated Worldcon. Our CoC is based on the one used by Dublin 2019, who regularly revised their CoC as their bid moved from bid to con, and to reflect changes in fandom, legal requirements and the law. We will be doing the same in order to produce a robust policy. Our Ideas Bank is sourced from people both familiar with and new to our fandom, as well as those who can provide us with specific, important perspectives.

What do diversity and inclusion mean to you?

As a community, we want to create a respectful space that fans can enjoy and where they can share their love of fandom. However, it is important to go beyond being open (passive) into being welcoming (active). We want to invite in – and design our event for not just those who are normally part of Worldcons, but those who often aren't. This includes those who don't know about Worldcon, those who haven't attended previously, and those who have felt excluded.

We also want to ensure that our Committee reflect Glasgow's diversity - for example through the significant level of Polish speakers in the city - and beyond. We believe that it is crucial to engage with these aspects throughout our event from the initial stages.

How are you working towards your goals in these areas?
What would concrete achievements look like in these areas?

We have continued to host and sponsor a number of online events to highlight authors and creators from marginalised communities, such as working with the Scottish BPOC Writers Network, Shoreline of Infinity, and several local bookshops and publishers.

We have an ongoing collaboration with University of Glasgow's Centre for Fantasy and the Fantastic, and will continue to build a years-spanning relationship with them, to reach established academics and new students. Our first initiative, the catchily-named 'Under-represented Voices of Scottish Science Fiction and Fantasy Network', aims to broaden local connections with an emphasis on local BPOC and LGBTQI+ voices.

Our ideas group continues to work towards ideas and plans for the future. We have appointed advisors to the Chair and Committee in this role (not all advisors are named in our structure document by their request).

We have a remit to recruit across communities with an eye to inclusivity in as many areas as we are able.

We are actively looking for new members for our Committee from underrepresented communities, and also for volunteers to lead us in the best ways to reach out. All DHs have been encouraged to consider who they might mentor or recruit new or underrepresented groups - we are actively working to increase this.

With this in mind, concrete achievements would be visible by having a more diverse team and continuing our work with the wider pool of Worldcon fans (and those who might be Worldcon fans).

We will also continue our online events to highlight the expertise of individuals from underrepresented communities, showing their skills and knowledge across all of the topics we love -- and more we should learn about.

We continue to pursue these goals, aiming for a membership and group of participants which at least reflect the demographics of Glasgow itself.

What are your plans, if any, regarding handling the COVID-19 pandemic?

As recently shared (November 2023), we have developed a Disease Mitigation Policy to cover potential contagions including, but not limited to, COVID-19.

<https://glasgow2024.org/about/disease-mitigation-policy/>

Contagion is not the only thing that has been highlighted by the COVID-19 pandemic. We are also mindful of the long term financial impact on economies and individuals around the world, restrictions on transit and differing modes of communication and interaction. We need to be sensitive to these, as well as taking forward some of the incredibly exciting changes we have seen in convention running and communication over the last year.

Have you planned for a virtual component to your convention?

Yes, our online convention has been announced and is discussed on its own webpage.

<https://glasgow2024.org/whats-on/online-convention/>

As a summary:

Our technical platform will be based on Hopin Events from RingCentral for video streaming and Discord for text interaction and community forums.

All Adult and Young Adult Attending Members of Glasgow 2024 automatically receive full access to the online convention experience, as do all Day Ticket holders.

Online attendance can be purchased with or without the WSFS membership component, at £75 or £35, respectively.

Any members who already hold a WSFS membership can add an online attendance for £30.

If applicable, are you prepared to run a site selection process should it be required?

Yes, our WSFS division is prepared to run site selection for the 2026 Worldcon.

If applicable, how do you plan to facilitate the Hugo Finalists' input to your convention?

Showcasing finalists - which may also feature aspects like exhibits, events, art displays and programme - is something that threads across the whole of a Worldcon. Whilst the visibility of participants is one aspect of this, from panels and other events such as the art show to events on the main stages and activities that go beyond these, we need to work as a group to make sure that finalists are represented.

This celebration of finalists also needs to include elements such as making finalists who may be new to Worldcon aware of the possibilities available to them. Working within data privacy restrictions, communicating this to as many finalists as possible is a first step in engaging with and facilitating their needs. Planning a robust series of events, panels, displays, etc. in advance will also help us create an environment where finalists are able to showcase their exceptional achievements.

Is there anything else you wish to add?

We are looking forward to welcoming people to our convention in August 2024, and we hope you are as excited as we are.

Even as thorough as these questionnaires are, they cannot cover everything. Please feel free to contact us on info@glasgow2024.org, our official communications channels, or talking to us in person.

#NTITC.