



THE MEETING RESET, PART TWO: VIRTUAL AND INCLUSIVE BY DESIGN



High-Performance
Keynote Speaker
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The core session decides which meetings deserve to exist and runs them well. This add-on goes deeper into two things that only show up once a team goes hybrid or remote.

Does everyone actually get heard, whether they're in the room or not? Meeting equity and neurodivergent inclusion turn out to have the same underlying question: does someone get a fair shot at contributing, regardless of why they're quieter or less visible, a bad connection, a camera that's off, or a different way of processing a live conversation? Attendees build this with a **Camera Norms Conversation**, a short discussion, done once, that sets what "on" and "off" actually mean for the team.

The same logic decides when a meeting shouldn't be synchronous at all: a named owner, a response time, and a length cap, so updates actually get read.

Attendees leave having made one real decision on their own calendar: keep a meeting synchronous, or move it async.

Takeaways

- ✓ Meeting equity and neuro-inclusive practice solve the same underlying problem: does someone get a fair shot at contributing, regardless of why they're quieter or less visible, a bad connection, a camera that's off, or a different way of processing a live conversation?
- ✓ A Camera Norms Conversation: a brief discussion that documents what "on" and "off" actually mean for this specific team.
- ✓ When to skip the meeting entirely: a named owner, a response time, and a length cap that keep async updates from becoming a new inbox to manage.
- ✓ A practical standard for making sure remote, in-room, and neurodivergent participants all get an equal shot, not three separate rulebooks.
- ✓ One meeting on the calendar, decided live: keep it synchronous, or move it async.

Format: Breakout or training

Pairs with: [The Meeting Reset](#), a keynote on cutting the meetings that don't need to exist.