

Designing Diversity

Optimising hybrid meeting spaces for inclusivity.

AI5



Crafting Inclusive Interactions

Advancing diversity through hybrid meeting room design.

In recent years, the concept of diversity in the workplace has undergone a significant transformation. No longer merely a buzzword or a compliance checkbox, diversity is now recognised as a vital driver of innovation, productivity and organisational success.

As these perspective shifts, so too do the expectations of employees. Hybrid working, which allows for a blend of remote and in-person work, has emerged as a critical component of creating a diverse workforce, particularly when considering the needs of neurodiverse staff.

By offering flexibility in work arrangements, hybrid working accommodates diverse work styles and preferences, enabling neurodiverse individuals to thrive in environments that best suit their needs. Additionally, hybrid working promotes inclusivity by breaking down geographical barriers and providing access to opportunities for individuals who may face challenges in traditional office settings.

As organisations embrace hybrid working models, they demonstrate their commitment to creating diverse and inclusive workplaces where all employees can contribute their unique talents and perspectives to drive success.

In today's dynamic work environment, the rise of hybrid work and virtual collaboration has transformed the way teams interact and collaborate.

Hybrid meetings, which blend in-person and remote participation, have become increasingly common as organisations strive to accommodate diverse work arrangements and preferences. However, ensuring inclusivity in hybrid meetings presents unique challenges, as it requires balancing the needs of both in-person and remote participants.

We've taken a look at some design strategies for creating inclusive meeting rooms environments that empower all participants to contribute and thrive.



Key strategies for crafting inclusive meeting spaces for hybrid collaboration:



Technology

In crafting hybrid meeting spaces, our designers take into account existing software infrastructure and technological ecosystem. By tailoring spaces to accommodate various work modes, our technology experts can demonstrate the significance of strategic technology choices to stakeholders.

High-quality Audiovisual Equipment:

Microphones, speakers and cameras need to work in tandem to ensure clear communication and enable remote participants to fully engage in discussions.

Avoid singular AI powered cameras:

Movement detection cameras often lack the consistency and reliability needed to cultivate a comfortable user experience. While single-camera systems should only be utilised in small huddle rooms or singular booth spaces.

Interactive whiteboards:

Interactive whiteboards are a crucial tool in facilitating remote collaboration. Users can share their screens, collaborate on documents in real-time and engage in interactive sessions with colleagues located anywhere in the world. We highly recommend investing in one if your company enables hybrid working!

Furniture

Thoughtful furniture choices can transform hybrid meeting rooms into inclusive, adaptable spaces that cater to the diverse needs of all attendees.

Flexible seating arrangements:

Design the meeting room with flexible seating arrangements that accommodate both in-person and remote participants. Consider incorporating movable furniture or adjustable seating to create a more inclusive environment.

Curved meeting room tables:

Opt for curved furniture with adaptable designs. Curved tables enhance visibility for all attendees and ensure in-room participants are equally represented to those joining remotely.

Consider furniture finishes:

Be sure to consider how furniture finishes reflect light. Prioritise options that minimise glare and reflections to ensure optimal visibility for online meeting participants.



Left
Curved tables improve sight lines.

Room layout

Ensure that your meeting room layout supports both in-person and remote collaboration effectively

When formulating your floor plan, aim to position hybrid meeting rooms away from high-traffic areas to minimise distractions for remote participants. Additionally, if your meeting room is situated on the periphery of your floor plate, consider utilising privacy film or glazing to prevent passerbyers from peering in.

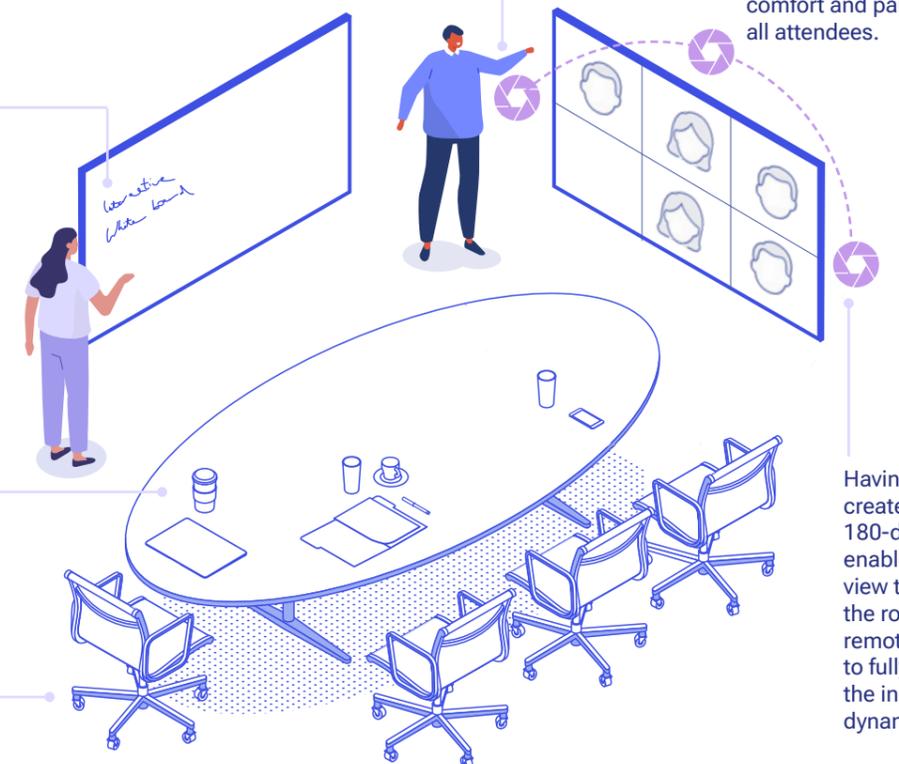
Our design team can assist in mapping out the camera angles of your equipment and adjusting the room layout to maximise visibility of all participants. In the event of blind spots, consider implementing visual cues such as contrasting floor finishes to guide individuals on where to position themselves.

Ensure that doorways are visible to remote participants to facilitate tracking of individuals entering and exiting the space.

Various types of interactive whiteboards are available, including traditional touch-sensitive whiteboards, interactive flat panels with built-in touch capabilities, and digital whiteboard software solutions that enable file and desktop sharing.

Oval shaped table allows for better sight lines for both in-person and online participants.

Height adjustable chairs on castors enable better visibility and flexible arrangements.



Promote the inclusion of co-hosts in hybrid meetings. Having two individuals actively engage with both in-person and remote participants fosters a dynamic atmosphere and encourages greater comfort and participation from all attendees.

Having 3 cameras creates a 180-degree arc to enable a left-right view throughout the room, allowing remote participants to fully understand the in-room dynamic.



As we navigate the ever-evolving landscape of workplace dynamics, it's evident that inclusivity plays a key part in organisational success.

Our exploration into the intersection of diversity, hybrid working and inclusive meeting room design underscores the importance of fostering environments where all individuals feel valued, respected and empowered to contribute their unique perspectives.

By implementing inclusive meeting room design strategies, organisations not only demonstrate their commitment to diversity and inclusion but also cultivate cultures of collaboration, innovation and belonging.

To start exploring new ideas for improving diversity requirements in your organisation's work environment, reach out to our Workplace Design and Strategy team today.

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