

HLAA Webinar Disclaimer

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HLAA Task Force for Accessible, Inclusive Employment



Michael Noble
(Chair)



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Thank you to our incredible HLAA staff! You can contact us through michael@josnoble.com

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HEARING LOSS AT WORK WEBINAR SERIES

Workplace Hearing Loss Diversity, Identity and Disclosure



Agenda

Intro (5 min) Melissa Kruse & Micheal Noble

Presentation (15 min) Dr. David Baldrige, Oregon State University

- Hearing diversity
- Identity
- **Disclosure**

Panel (20 min) David Baldrige, moderator

- Lisa Yuan, Senior Communications, Specialist, Mayo Clinic
- Michael Noble, Chief Marketing Officer, Senzime
- Tori Carapelho, CEO & Founder, Hear 4 Hope

Open Q&A (10 min) Michael Noble, moderator

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Dr. David C. Baldrige

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Learning Outcomes

1. **Broad view** of disclosure, e.g.,
 - a) disclosing hearing loss
 - b) disclosing need for accommodation
 - c) disclosing that you missed something
2. Disclosure as **ongoing**, daily event
3. Disclosing **proactively**
4. Disclosing **purposefully** (solutions focused for improved communication, performance, relationships, reputation)

(Baldrige et al., 2023; Baldrige & Lyons, 2026; Lash, 2023; Lyons et al., 2023; additional references available upon request)

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Attributes of People with Hearing Loss

(Baldrige & Lyons, forthcoming; World Health Organization, 2021)

<p>Attributes</p> <ul style="list-style-type: none">• Severity (by frequency, by ear)• Onset age• Tenure/duration/experience• Stability, rate of change, day-to-day variability		<p>Workplace impact</p> <ul style="list-style-type: none">• Self concept, esteem & identity• Communication needs• Accommodation needs & tech use• Disclosure willingness & ability
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(Baldrige & Lyons, 2026; additional references available upon request)

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Key takeaways

1. Hearing loss is **complex** and **individual** (and has many attributes)
2. Hearing loss is **contextual** (varies by situation, overtime, in background noise)
3. **We don't know** what others hear (or what we miss)
4. **Others don't know** what we hear (don't hear, miss, or misunderstand)
5. **Ongoing, proactive**, disclosure (solutions to improve communication, performance, reputation)

(Baldrige & Lyons, 2026; additional references available upon request)

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Self-perception, Identity, Esteem

Self-perception a person's view of themselves

Distortion, self-perception accuracy

Self-esteem positive or negative self-perception

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Hearing Loss, Accurate Self-perceptions, High Self-esteem & Disclosure



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The Johari Window¹ (adapted for hearing loss)

	What you know about your hearing	What you don't know about your hearing
What others know about your hearing	Open <ul style="list-style-type: none"> • Visible hearing aids / Cis • Personal microphone (FM, ROGER, MiniMic) 	Blind spot (Feedback) <ul style="list-style-type: none"> • Making noise without knowing • Unknowingly repeating what someone else just said
What others don't know about your hearing	Hidden (Disclose) <ul style="list-style-type: none"> • Speech reading • Can't hear in noise 	Unknown (Insight) <ul style="list-style-type: none"> • Mental overload • Stress, fatigue

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¹(Luft & Harrington 1955; Saxena, 2015).

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Panel



Lisa Yuan

Senior Communications Specialist,
Mayo Clinic



Michael Noble

Chief Marketing Officer
Senzime



Tori Carapelho

CEO, Founder
Hear 4 Hope

1. Please tell us about your current job?
2. Please tell us about a work situation/challenge in which you needed to disclose/discuss/explain your hearing loss and/or communication needs?

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Q & A

Click on Q & A icon to ask questions. We will be using this feature to facilitate questions.



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- ✓ Our Journeys in Hearing Loss/Gain, Identity, Technology & Advocacy, Dr. David Baldrige, June 11, 4:00-5:00
- ✓ Thriving in Real-World Workplaces: Hands-On Tech Strategies for Inclusive Employment, with Michael Noble, Theo Shomsky, Jill Herbold, Ryan Walters & Tori Carapelho, June 12, 12:30-1:30

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