



DEAF IDENTITY, BIAS AND BELONGING AT WORK

CONTACT US

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## WHY HEAR ME EXISTS

I'm Deaf, living in between the Deaf and hearing worlds – one foot in, one foot out, never fully belonging.

I've experienced bias, discrimination, and microaggressions in the workplace, leading me to walk away from careers I loved. The impact on my mental health, confidence, and identity was profound.

Hear Me was created to change this – to help workplaces understand, include, and truly value D/deaf people.

## WHAT THIS TRAINING COVERS

This powerful, 1-hour virtual session blends lived experience with practical insight to help staff better understand D/deaf identity, unconscious bias, and inclusive practice in the workplace.

Through honest storytelling, including reflections from my TEDx talk and cochlear implant journey, I will explore:

- The difference between Big D and little d Deaf identity
- Why terms like hearing impaired are outdated and harmful
- How bias and microaggressions show up – even with good intentions
- The impact of internalised values on workplace culture
- What reasonable adjustments and real psychological safety look like

## WHOS THIS TRAINING FOR

Ideal for HR teams, managers, and staff in:

- Education
- Healthcare / NHS
- Charities & non-profits
- ...or any organisation committed to true inclusion.

## ABOUT YOUR TRAINER KERRY TIDMAN



- TEDx Speaker – How Do You Deaf?
- Author – How Do You Deaf? (Avid Language, 2025)
- Lived experience as a D/deaf, neurodivergent woman navigating the hearing and D/deaf worlds
- Over a decade's experience across healthcare, Education, NHS services, care settings, and community organisations
- Creator of Hear Me – first delivered for the West Midlands Combined Authority

*Belonging starts with being heard*