



PERISCOPE

**A Quarterly Newsletter sponsored by the
Mississippi Council of the Blind, Inc.**

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Anyone wishing to remember the MS Council of the Blind in a last will and testament may do so by including a special paragraph for that purpose. If your wishes are complex, please contact MCB for clarification.

Contributions to the James Doyle Case Memorial Scholarship Fund or to the Carter Gable Memorial Technology Assistance Fund should be appropriately marked and sent to the above address.

Phone MCB at 601-672-0973.

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by Ralph Smitherman

Hello, MCB members and friends. I hope all is well with everyone. Spring is upon us, and summer is fast approaching--in other words it's getting hot!

Now, don't forget about our state convention; we will meet, face-to-face, the last weekend in June, namely, June 23-24-2023. Once again, we will meet at the Holiday Inn Trustmark, in Pearl. We will have a Friday night meal followed by our MCB auction. On Saturday we will have sessions in the morning; and, in the afternoon, we will conduct our annual business meeting. A big "thank you" to the Convention/Picnic Committee. Saturday evening we will have another seated meal. I encourage everyone

to register and support our affiliate. Our last in-person convention was held in 2019, so, come and participate!

As you know, ACB will have its summer convention in Schaumburg, Illinois, beginning on Saturday, July 1, 2023, and the annual ACB banquet will be held on Thursday, July 6, 2023. There will be several technology gatherings--in person only--at the ACB convention. This will be a hybrid convention; so, if you don't plan to go in person, you can register and participate through Zoom. One major advantage about attending the annual convention is to see the exhibit hall; there, you can put your hands on the technology and ask pertinent questions about the various devices. On a personal note, over the years I have met several new friends at the ACB summer conventions.

Remember, there are several Community calls each week hosted by ACB. Of course, topics vary, so we can be involved in them as desired. I encourage you to participate as to where your interests lie. This is another way to make new friends as well as meet people from across the United States. Just for the record, several of these calls are streamed through the ACB media platforms; and, many of the calls are book related.

I want to thank MCB for allowing me to be President these past four years. I thank each member for their participation. Thanks to all committee members who stand ready; many thanks to the

MCB Board for its diligence and its ability. At our convention we will elect officers. I am completing my second term as MCB President and cannot be elected as President. We need to maintain our organization and continue to strive to move forward. Many thanks to Alison and the Periscope team who deliver a great newsletter.

Just so you know, I, as President, have fielded many calls and/or emails concerning Council issues. MCB is one of the stakeholders in reference to the Mississippi School for the Blind; and, it has been interesting to serve as one of the stakeholders. MCB maintains its connection with the Coalition of Citizens with Disabilities. We also maintain our storage facility located in Brandon. Our ACB dues are current. The MCB Board continues to meet quarterly, and, in fact, our next meeting will take place on Saturday, July 22, at 10 a.m. central time, by the Zoom Platform. So, you can tell that we are staying busy.

In closing, once again, it has been my honor to serve these past four years as MCB President.

MCB Board Meeting Highlights
by Jane Peets, Recording Secretary

The MCB Board met at 10:00 a.m. on March 18, 2023. Motions

passed to adopt the minutes from the prior meeting and the treasurer's report as provided via email.

All committee and chapter reports were approved.

A motion passed as follows: A registration fee for the upcoming state convention of \$100 if paid before May 1, 2023; \$125 if paid after April 30, 2023; \$65 for one day to include the meal; \$25 if only attending Saturday's events without a meal. No fee for any paid member attending the business meeting.

A motion passed to donate \$500 to the Sea and Sun Camp for 2023.

A motion passed to purchase two \$100 gift cards for the ACB summer auction.

Representatives to the ACB national convention will be as follows: Ralph Smitherman, MCB Delegate; Kenneth Reed, Alternate Delegate; Pshon Barrett, Nominating Committee Representative; Alison Smitherman, Alternate Nominating Committee Representative.

The next MCB board meeting was set for July 22 at 10:00 a.m.

The board was polled to change the registration deadline for the

state convention to May 15. Motion passed. Registration of \$100 up until May 15, \$125 thereafter.

Jackson Chapter News

by Jane Peets

Hello, everyone. The Jackson Chapter Board met on March 21. A social was held on April 23 at El Sombrero. A 50/50 drawing was held for a fund raiser. Our next social is to be announced. Our next chapter board meeting is scheduled for May 23 at 7:00 p.m. by conference call. The number is 716 (427)1589, code 6222255. All are welcome. I hope to see you all at our state convention on the weekend of June 23. Best wishes from the Jackson Chapter.

The World Mourns the Passing of Judy Heumann, Disability Rights Activist

by AAPD Press Team | Mar 4, 2023 | Disability Rights, Press Release

**Judith “Judy” Heumann
1947-2023**

Judith “Judy” Heumann—widely regarded as “the mother” of the disability rights movement—passed away in Washington,

D.C. on the afternoon of March 4, 2023. Judy was at the forefront of major disability rights demonstrations, helped spearhead the passage of disability rights legislation, founded national and international disability advocacy organizations, held senior federal government positions, co-authored her memoir, *Being Heumann*, and its Young Adult version, *Rolling Warrior*, and was featured in the Oscar-nominated documentary film, *Crip Camp: A Disability Revolution*.

Born in 1947 in Philadelphia and raised in Brooklyn, New York to parents Ilse and Werner Heumann, Judy contracted polio at age two. Her doctor advised her parents to institutionalize her when it was clear that she would never be able to walk. “Institutionalization was the status quo in 1949,” she wrote. “Kids with disabilities were considered a hardship, economically and socially.” When Judy attempted to enter kindergarten, the principal blocked her family from entering the school, labeling her a “fire hazard.” However, her parents, particularly her mother, fought back and demanded that Judy have access to a classroom. Judy eventually was able to attend a special school, high school, Long Island University (from which she earned a B.A. in 1969), and the University of California, Berkeley, where she earned a Master’s in Public Health six years later.

In the 1960s, Heumann attended Camp Jened, a summer camp for people with disabilities in the Catskills, and she later returned there as a counselor in the 1970s. Several of the leaders of the disability rights movement also were at Camp Jened, which was the focus of the documentary *Crip Camp*.

During the same decade, the New York Board of Education refused to give Judy a teaching license because they feared she could not help evacuate students or herself in case of fire. She sued and went on to become the first teacher in the state to use a wheelchair. Continuing her fight for civil rights, Judy helped lead a protest that shut down traffic in Manhattan against Richard Nixon's veto of the 1972 Rehabilitation Act, and she launched a 26-day sit-in at a federal building in San Francisco to get Section 504 of the revived Rehabilitation Act enforced.

Judy was instrumental in developing and implementing national disability rights legislation, including Section 504, the Individuals with Disabilities Education Act, the Americans with Disabilities Act (ADA), the Rehabilitation Act, and the UN Convention on the Rights of Persons with Disabilities.

In addition, Judy helped found the Berkeley Center for Independent Living, the Independent Living Movement, and the World Institute on Disability. She also served on the boards of the American Association of People with Disabilities, the Disability Rights Education and Defense Fund, Humanity and Inclusion, Human Rights Watch, the United States International Council on Disability, Save the Children, and several others.

In 1993, Judy moved to Washington, D.C. to serve as the Assistant Secretary of the Office of Special Education and Rehabilitation Services in the Clinton Administration, a role she filled until 2001. From 2002-2006, she served as the first Advisor on Disability and Development at the World Bank. From 2010-2017, during the Obama Administration, she worked

as the first Special Advisor for International Disability Rights at the U.S. State Department. She also was appointed as Washington, D.C.'s first Director for the Department on Disability Services.

“Some people say that what I did changed the world,” she wrote, “But really, I simply refused to accept what I was told about who I could be. And I was willing to make a fuss about it.”

In addition to her advocacy work and busy professional life, Judy loved to attend musicals and movies, travel the world, make new friends, and hang out with old ones, many of whom were introduced to each other at dinners that she convened. Judy learned Hebrew as a child, became Bat Mitzvahed as an adult, and was a long-time member of the Adas Israel congregation.

Judy is survived by her loving husband, Jorge Pineda, her brother, Ricky, wife Julie and her brother Joseph and wife Mary, her niece Kristin, grand nephew Orion and many other members of both the Heumann and Pineda families. She had many close friends that will miss her dearly.

Five Ways Leaders Help Others Belong, Not Just Fit In **by Randy Conley**

There's a big difference between fitting in and belonging. In fact, fitting in can be one of the biggest barriers to belonging, says researcher and author [Brené Brown](#). Fitting in is about

assessing a situation and adapting who you are – your personality and behaviors – in order to feel accepted. Belonging is about freedom – freedom from having to change in order to be accepted and being valued and respected for being who you are.

In Brown's research she asked a group of eighth grade students to describe the difference between fitting in and belonging. Here's what they said:

- Belonging is being somewhere where you want to be, and they want you. Fitting in is being somewhere where you really want to be, but they don't care one way or the other.
- Belonging is being accepted for you. Fitting in is being accepted for being like everyone else.
- I get to be me if I belong. I have to be like you to fit in.

Not much has changed since eighth grade, has it? Sadly, too many leaders and organizations expect people to just fit in. After all, it's much easier to tell people they need to adapt in order to fit with the organizational culture, rather than find ways to help people belong and have the organizational culture absorb and reflect their uniqueness as individuals.

Helping people find a sense of belonging leads to them being fully engaged and committed to their work and the organization. It causes people to tap into their discretionary energy to

accomplish the goals of the organization versus settling for just fitting in and doing the minimum to get by.

Leaders create belonging when they...

1. Give power away and allow people to take ownership of their work. People who feel they belong in an organization have a sense of ownership; it's their organization. That ownership mentality comes from being given responsibility and authority for doing their jobs and being given the freedom to achieve results. Equip and coach your people, delegate wisely, and then get out of their way.

2. Listen and respond to feedback. Most leaders say they are open to hearing feedback; fewer leaders actually listen and do something with it. Leaders create an environment of belonging and safety when they actually take the time to sit down and listen, acknowledge a person's concerns, and discuss how they will respond to the feedback. People don't feel they belong when leaders don't listen, dismiss, or disregard their input.

3. Help people understand how their work connects to the broader goals or purpose of the organization. People have an innate desire to belong to something bigger than themselves. Leaders tap into this reservoir of power when they help their people understand how their daily work helps the organization achieve its goals and makes the world a better place.

4. Appreciate and celebrate the diversity of their team. Each person is created with unique gifts and abilities and it's a

leader's responsibility to leverage the individual strengths of their people. Treating your team members as individuals rather than nameless and faceless workers creates a sense of belonging that's extremely powerful. One of my team members, Ed, has a jovial personality and great dance moves. Who do you think we go to when we need to make a fun team video? Another team member, Kim, is a champion snowmobile racer. Who do we brag about when we have team gatherings? How much do you know about the personal lives of your people? Get to know them and watch their sense of belonging increase.

5. Accept people where they are but refuse to let them stay there. Good leaders accept their team members for who they are, yet also have a desire and commitment to help them learn, grow, and become the best versions of themselves possible. When leaders show commitment to their people's growth, it fosters a sense of commitment and belonging that can't be underestimated.

Creating a sense of belonging for people requires that leaders be engaged. It means investing time and energy to understand what's going on with their people, their hopes and dreams, their fears and insecurities. Fostering belonging is about humanizing the workplace and creating a safe space where people can be vulnerable, real and authentic. The payoff of having engaged, committed, and fulfilled team members is worth the effort.

Tastebud Tickler

Quick Cheddar Cheese Bread!!!

Ingredients:

2 cups of all-purpose flour
4 teaspoons baking powder
1 tablespoon of sugar
1 1/2 teaspoon garlic powder
1/2 teaspoon salt
1 1/2 cups grated cheddar cheese
1 cup of milk
1 large egg
2 tablespoons of butter

Directions:

Preheat oven to 350 degrees.

In a large bowl, mix the flour, baking powder, sugar, garlic powder, and salt. Stir in the grated cheese. Put aside.

In another bowl, whisk the milk, eggs, and butter together.

Add the liquid ingredients to the bowl of the dried ingredients.

Move to combination only. Don't over mix.

Spoon/pour into loaf pan.

Bake for 45-50 minutes. The top should be golden.

Cool on wire rack. Remove the bread to the skillet, cut into slices, and serve.

Enjoy!

Editor's Corner
by Alison Smitherman

I have enjoyed serving as your Periscope editor for the past four years and beyond. Even during the pandemic, we were able to keep our newsletter going and only missed one issue during that most challenging time. That is certainly thanks to all of you who continued to send in your articles when asked, as well as those staff and volunteers from Talking Book Services who so faithfully put the Periscope in the necessary formats and mailed it out to everyone. Also, with most of you sending in your articles on time and with very little editing needed, you have certainly made my job a lot easier and more fun. It has indeed been an honor and a privilege, and I thank President Ralph Smitherman for asking me to serve during his presidency.

I hope to see some of you at the ACB Conference & Convention this summer, whether it be virtual or in person, as well as at our MCB State Convention. In the meantime, take care, God bless, and have a safe and enjoyable Summer!

“The only thing worse than being blind is having sight but no vision.” – Helen Keller

