

Yellow Napkin Project

KNOWLEDGE + ACTION =
Inclusive and Accessible Communities
FOR PEOPLE WITH DISABILITIES

**Disability does not mean inability.
Regardless of their disability, people
with disabilities can express themselves,
complete daily activities, participate
in their community, and make decisions.
Some people with disabilities need
assistance to do these things.
Others do not.**

*Discapacidad no significa incapacidad.
Independientemente de la discapacidad de las
personas con discapacidad, ellos pueden expresarse
y realizar actividades diarias, participar en su
comunidad y tomar decisiones. Algunas personas con
discapacidad necesitan ayuda para hacer estas
actividades, pero otras no.*

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**Marsh McLennan
Agency**



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Remember that even if a person with disabilities utilizes support from a direct support professional, interpreter, or companion, your primary interaction and engagement should be with the individual, not their support person. Then, if assistance is needed, the support person can provide it.

Recuerda que si una persona con discapacidad utiliza el apoyo de un intérprete o acompañante profesional de apoyo directo, su interacción principal y compromiso sería con el individuo con discapacidad, no con su persona de apoyo. Pero si el individuo necesita ayuda, la persona de apoyo puede proporcionarla.

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**Each person's experience
with their disability is highly unique,
and support needs vary greatly,
even among those who share the
same disability diagnosis.
Always presume competence,
seek understanding, and ask
before helping.**

*Cada persona experimenta su discapacidad diferentemente
y sus necesidades de apoyo varían mucho, incluso entre
aquellos que tienen el mismo diagnóstico de discapacidad.
Siempre hay que suponer competencia. No des por hecho que
las personas con discapacidad son incapaces. Si no
estás seguro de cómo ayudar, pregunta.*

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Disability is common. A disability is any permanent or temporary physical, mental, cognitive, or developmental condition that impairs, interferes with, or limits a person's ability to complete or participate in daily activities. Up to 1 in 4 people in the United States have a disability, most of which are invisible.

La discapacidad es común. Una discapacidad es cualquier condición física, mental, cognitiva o de desarrollo permanente o temporal que perjudica, interfiere o limita la capacidad de una persona para ejercer o participar en las actividades diarias. Hasta una de cada cuatro personas en los Estados Unidos tiene una discapacidad. La mayoría de las cuales se encuentran en el sector invisible.

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Mental illness is not a character flaw or personal failing. Mental health conditions are common, can affect anyone, and treatment is just as important as it is for physical health conditions. Yet, stigma often prevents people from getting help. Oppose stigma by talking openly about mental health, seeking facts and understanding, and showing kindness.

La enfermedad mental no es un defecto de carácter ni una debilidad personal. Las condiciones de salud mental son comunes y pueden afectar a cualquier persona; por eso, su tratamiento de salud mental es tan crucial como el de la salud física. Sin embargo, el estigma social con frecuencia impide que las personas busquen ayuda. Luchemos contra el estigma hablando abiertamente sobre el tema, buscando información basada en hechos, y mostrando empatía hacia quienes atraviesan problemas relacionados con su salud mental.

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