

# Creu Amgylchedd Llyfrgell Gwrth-hiliaeth

Canllaw Cyfeillgar a Gweithredol ar gyfer  
Llyfrgellwyr yng Nghymru

## Creating an Anti-Racist Library Environment

A Friendly and Actionable Guide  
for Librarians in Wales



### 1

#### Deall yr Heriau

- Croesawu lefelau amrywiol o ddealltwriaeth a hyder
- Cydnabod agweddau beirniadol ac ansawdd
- Ymdopi â'r ofn o wneud camgymeriadau

#### Understanding the Challenges

- Embrace varying levels of understanding and confidence
- Acknowledge judgemental attitudes and anxiety
- Overcome the fear of making mistakes



### 2

#### Strategaethau mgysylltu ar gyfer Newid

- Meithrin cyfathrebu agored
- Creu mannau diogel ar gyfer trafodaethau bywiog
- Cefnogi twf a dealltwriaeth barhaus
- Symud oddi wrth ddulliau cosbol a beirniadol
- Darparu hyfforddiant a adnoddau diddorol

#### Engaging Strategies for Change

- Foster open communication
- Create safe spaces for lively discussions
- Support continuous growth and understanding
- Shift away from punitive and judgemental approaches
- Provide engaging training and resources



**Cymryd y cam cyntaf wrth greu amgylchedd llyfrgell gwrth-hilol.**

**Take the first step to create an anti-racist library environment**