



# Advocating Anti-Racism in Libraries in Wales

## Comprehensive Anti-Racist Training

Equip librarians and staff with self-paced training modules that foster a deep understanding of institutional racism and its impact on library practices, positioning them as informed agents of change.



## Data-Driven Community Programming

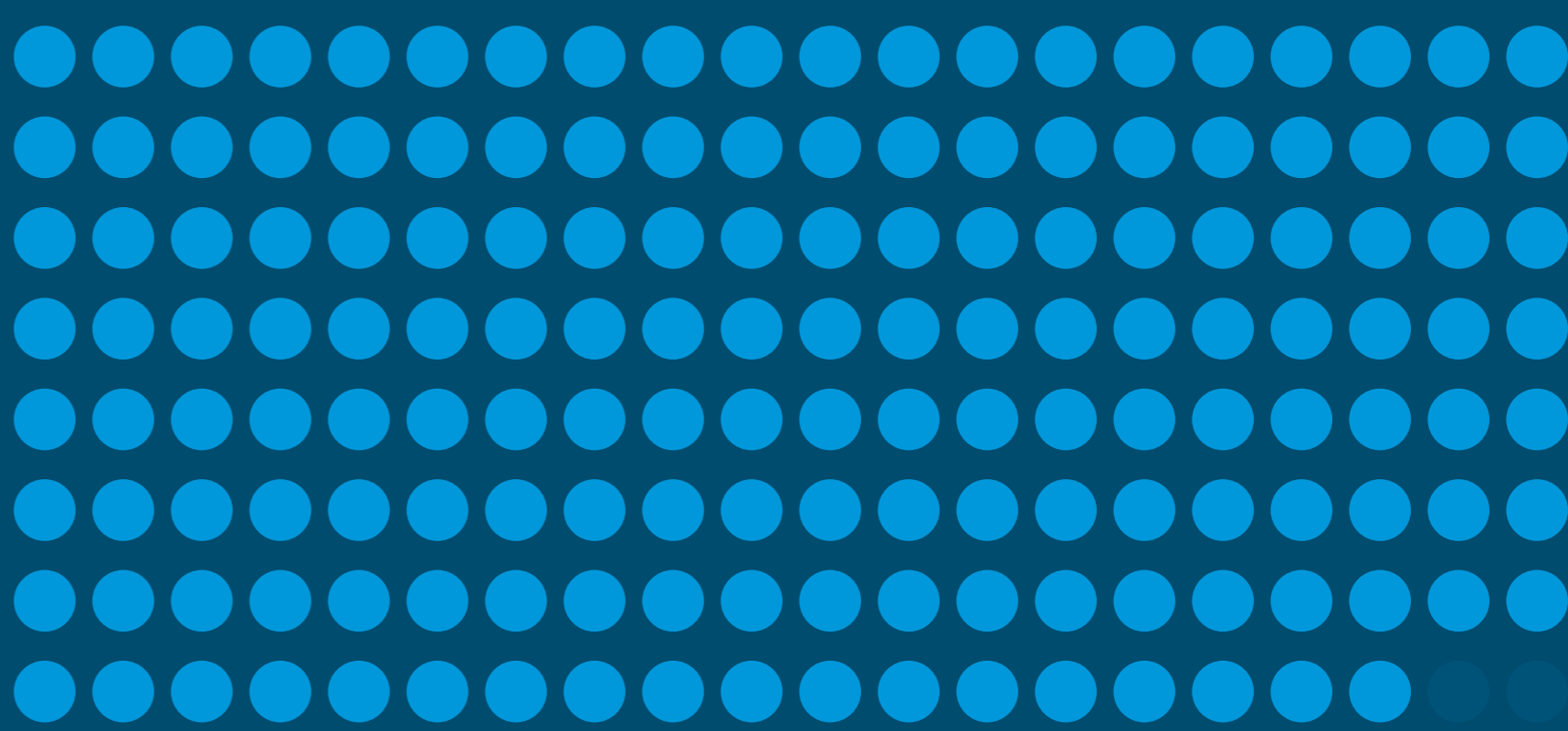
Gather feedback from diverse patrons and communities to inform the development of inclusive and engaging programs, ensuring they align with the interests and needs of minority ethnic communities.



VALIDATION

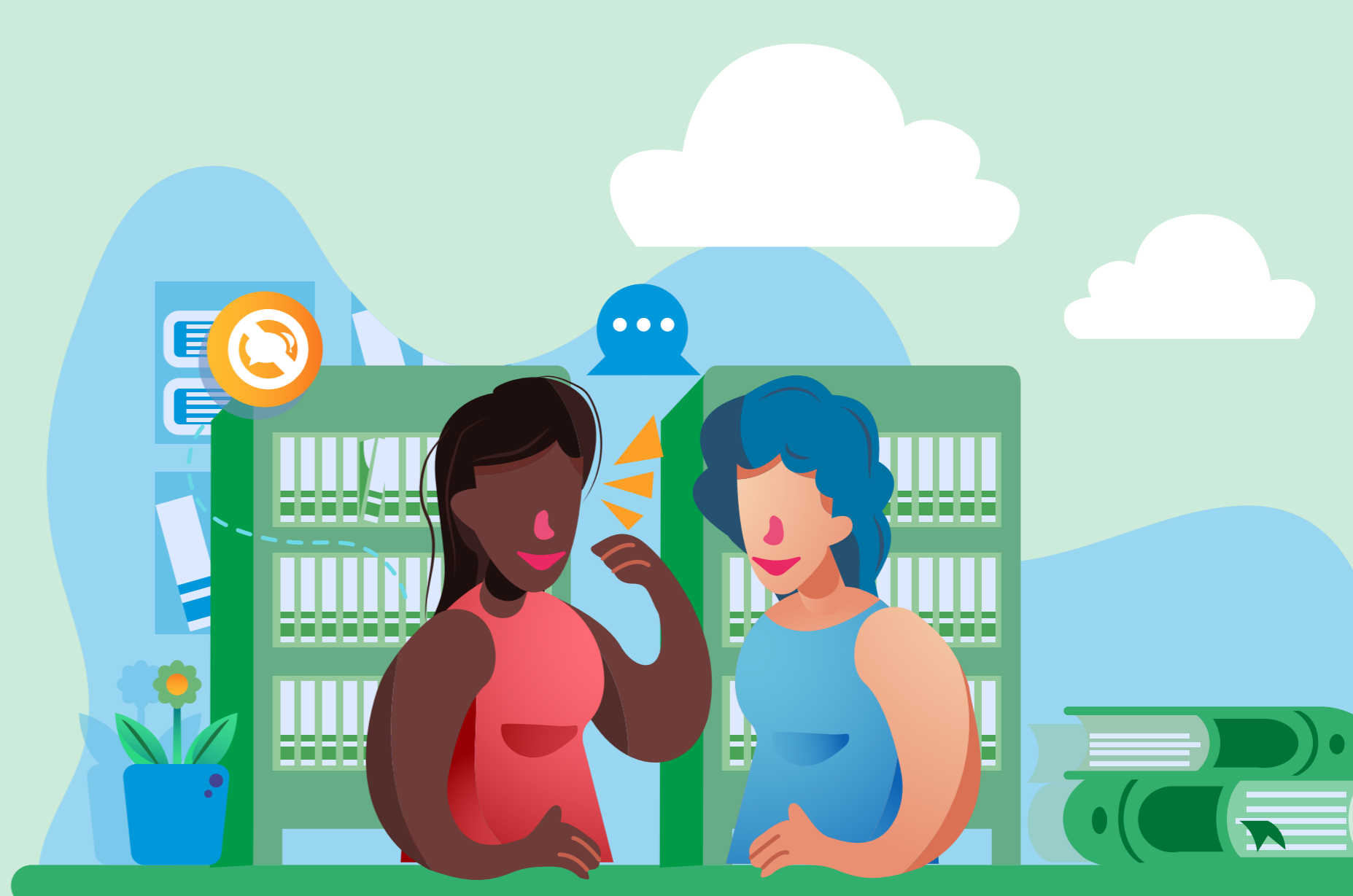
### Tackling Unconscious Bias

Hamer's study on the experiences of individuals in Wales shows that **158 responses** revealed unequal service provision based on bias, affecting users with Black African and North Asian names the most. This action plan aims to address and reduce such biases.



## Strategic Partnerships & Collaboration

Cultivate cross-institutional alliances and collaborative partnerships to share best practices, knowledge, and resources, fostering collective growth and innovation in anti-racist practices within the library sector.



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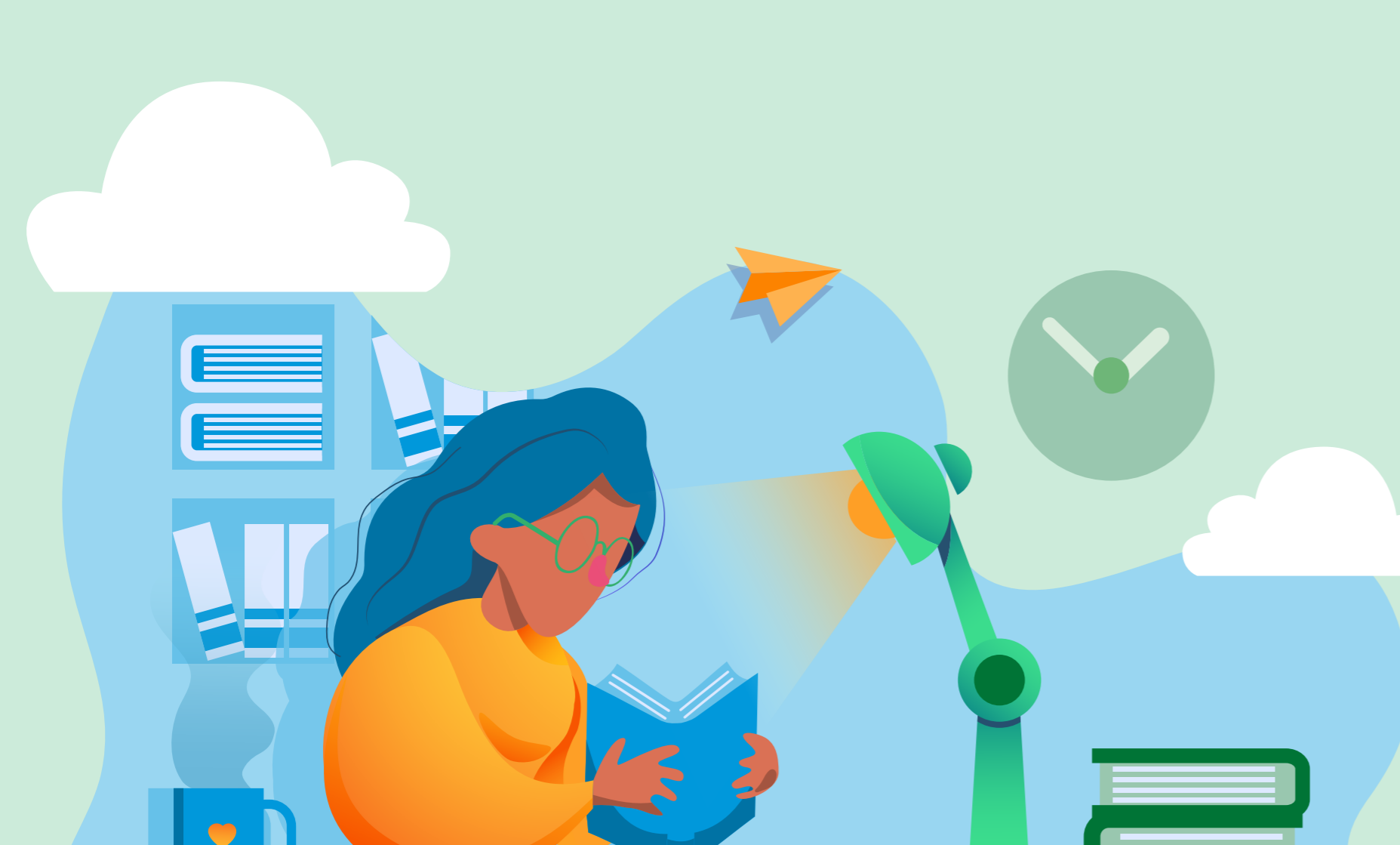
### Equal Service Provision

Hamer's study reveals that users with non-Anglicised names from Black, Asian, or minority ethnic backgrounds face **microaggressions** and **unequal service** in libraries. By addressing unconscious bias, we can ensure everyone receives fair and respectful treatment.



## Curating Inclusive Collections

Conduct audits to identify gaps in library collections, actively seeking out resources from minority ethnic authors and publishers, and enhancing collections to better represent diverse perspectives and experiences.



## Public Awareness & Stakeholder Engagement

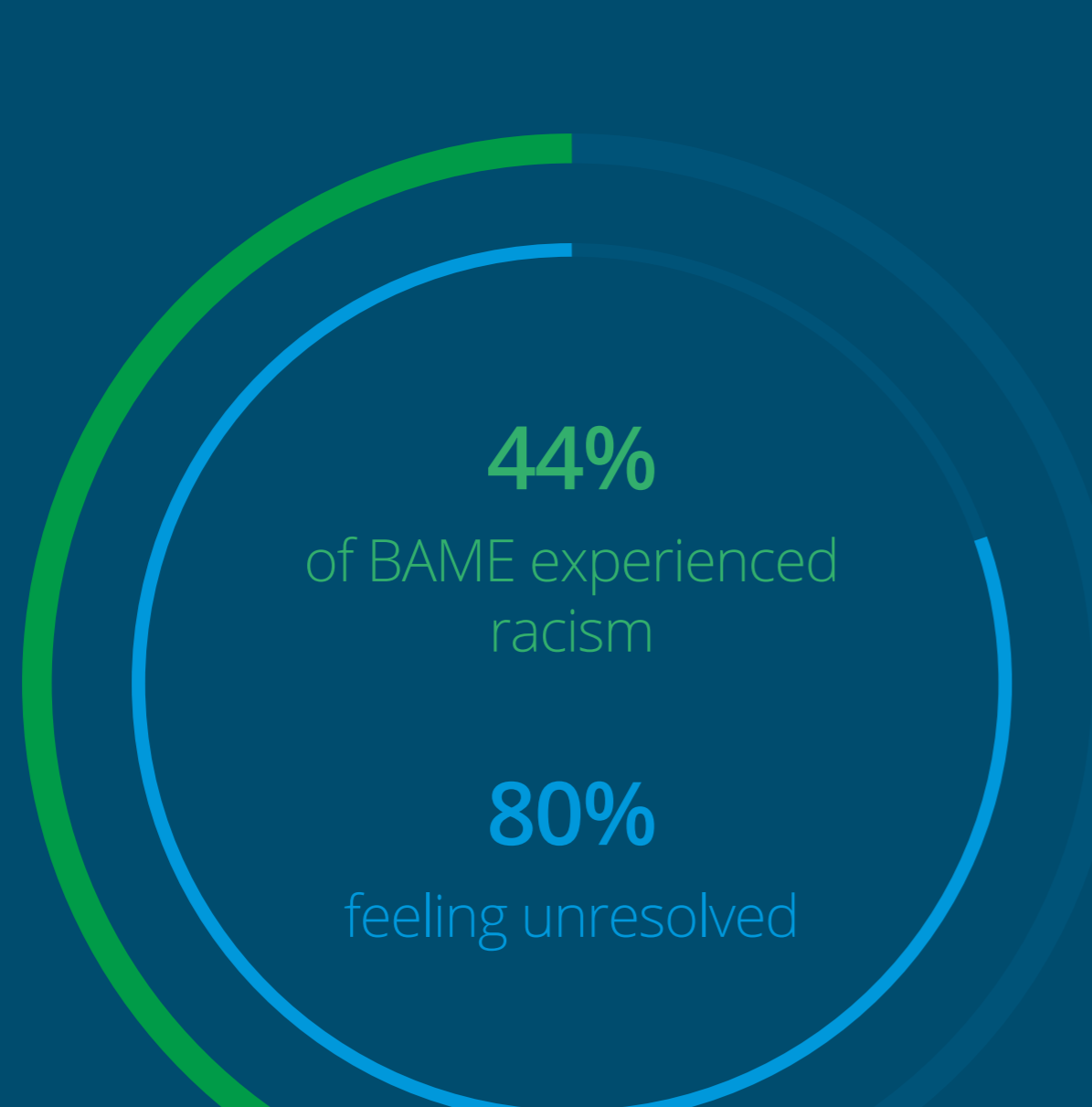
Champion anti-racist initiatives by organizing events and campaigns that engage key decision-makers, local government members, and senior library staff, demonstrating the tangible impact of these efforts on community well-being and inclusivity.



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### Combating Racism

Ishaq and Hussain's study found that **44%** of staff from Black, Asian, or minority ethnic backgrounds experienced racism, with **80%** feeling unresolved after reporting. Our action plan seeks to create a safe and supportive environment.



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### Career Advancement

Library assistants from Black, Asian, or minority ethnic backgrounds often have limited access to **training and development opportunities**, hindering their career growth. Our plan aims to provide equal opportunities for career advancement.

