

Bancroft Library Reckoning Committee Final Report

June 2025

PURPOSE

The Bancroft Library Reckoning Committee was formed in response to a [proposal to unname The Bancroft Library](#), which outlines the writings and views of Hubert Howe Bancroft, who sold his library to the University of California in 1905. The Bancroft Library Reckoning Committee was charged to consider and acknowledge the history of the library's namesake, and to make recommendations regarding possible actions. The purposes of this report are to:

- To document the efforts of The Bancroft Library Reckoning Committee (BLRC) to engage in a reckoning process with campus and broader community constituencies in fulfillment of our stated charge, which included 14 BLRC meetings and reflects over 100 hours of both individual and collective committee work since December 2023.
- To summarize the key findings and themes the BLRC heard from five listening sessions with 86 participants total, two additional meetings with interested community groups, 48 comments received via Google forms, and 14 additional letters and submissions.
- To offer recommendations for consideration by Chancellor Richard K. Lyons, University Librarian Suzanne Wones, and Interim Vice Chancellor for Equity & Inclusion Fabrizio Mejia about how to respond to the proposal to reconsider the current name of The Bancroft Library.

BACKGROUND

The Bancroft Library

The Bancroft Library began in 1859 at the request of William H. Knight, the editor and statistical compiler for Hubert Howe Bancroft, a 19th-century historian of the American West, in order to collect all the books within the Bancroft Publishing House in a single location. This initial library — covering California, Oregon, Washington, and Utah — consisted of approximately 75 volumes. By 1862, after a trip to Europe, the library had grown to approximately 1,000 books. H.H. Bancroft, as he was commonly referred to, believed that collecting should have a purpose, so he conceived of the idea of writing a history of California that would contextualize the state within the broader western United States, Canada, Mexico, and Central America.

As Bancroft's interest in writing a more complete narrative grew, so did the collection. He rummaged through second-hand bookstores and auction catalogues, but he also hired agents

to keep an eye out for materials that came into the market. He also hired men to copy and summarize the existing archives throughout California and the Southwest that captured the early history of the West, including records of the missions and the early Spanish and Mexican governments. Moreover, through a series of interlocutors, Bancroft compiled oral histories — known as dictations — from *Californio* women and men, as well as from early U.S. settlers, including members of the Church of Latter-day Saints. The acquired materials ultimately led to a 39-volume set of histories, known collectively as Bancroft's *Works*, which then became the foundation of The Bancroft Library, purchased from H.H. Bancroft in 1905 by the Regents of the University of California.

The BLRC

The Bancroft Library Reckoning Committee (BLRC) was formed in response to a [proposal to unname The Bancroft Library](#), which outlines the writings and views of H. H. Bancroft, for whom the library is named. The proposal documents H. H. Bancroft's racist and nativist views, pointing specifically to his anti-Black, anti-Asian, anti-Indigenous, anti-immigrant, and white supremacist sentiments.

While the proposal was submitted in June 2023, the process for its review and consideration was lengthy and complex. At the time, Berkeley had a Building Name Review Committee (BNRC) tasked with considering proposals to unname existing campus buildings. Given that The Bancroft Library is not the name of a campus building, but rather the name of the library and collection housed within the Doe Annex building, campus leadership determined in early 2024 that this proposal to unname The Bancroft Library was not under the purview of the BNRC. A separate committee — the BLRC — was thus created to consider and acknowledge the history of the naming of The Bancroft Library, and to make recommendations regarding possible actions for reckoning, which is distinctly different from the unnamings committee and its process. Unlike the BNRC, the committee was not charged with determining whether the name should change.

In May 2024, the BLRC was charged by former Chancellor Carol T. Christ, former University Librarian Jeffrey MacKie-Mason, and former Vice Chancellor for Equity & Inclusion Dania Matos to:

- Consider and acknowledge the history of the name of The Bancroft Library, including fact-finding through a review of key documentation and listening sessions with library and campus constituents.
- Collect and share recommendations with the university librarian, the vice chancellor for equity and inclusion, and the chancellor regarding possible actions. This outcome differed from the original charge letter because the committee thought it would be most egalitarian if it put forth all recommendations so as not to show favoritism toward any one position.
- Consider and weigh the risks and benefits of all proposed recommendations.

The BLRC members were selected by the Office of the Chancellor, the University Library, and the Division of Equity & Inclusion. They included representative(s) of the following constituencies: The Bancroft Library staff, UC Berkeley Library staff, the library's Equity & Inclusion Committee, the Academic Senate's Library Committee, the Friends of The Bancroft Library, undergraduate and graduate students (though their participation was limited), scholars/Bancroft Library users outside the university, the Restorative Justice Center, the Division of Equity & Inclusion, and the Office of the Chancellor, a list of whom can be found on [the committee's webpage](#).

The BLRC wishes to acknowledge that the recommendations offered in this briefing are the result of an ongoing effort to articulate and implement an inaugural reckoning process for our campus to address the racist and nativist views that H.H. Bancroft espoused toward many groups in his 1912 book *Retrospection*. These recommendations are grounded in the following principles that guided our collective work to date:

- We believe in the existence of multiple truths.
- We understand that the process of un naming or renaming is a possible form of reckoning, not a process of reckoning itself, and that un naming or renaming is only one possible form of reckoning.
- We hope and expect that the campus community will continue to participate in this reckoning process even after our committee has been dissolved.

We also wish to highlight the profound changes, both on campus and nationally, that have shaped the development of the recommendations listed for your consideration in this document:

- At the campus level, the individuals who initially charged this committee are no longer in their positions.
- The fiscal and legal challenges have changed because of many shifts nationally, locally, and on campus.
- At the national level, diversity, equity, and inclusion programs in all sectors are being scrutinized and eliminated.

It is critical to consider the listed recommendations within this ever-shifting political context.

Principles and Process of Engagement

The BLRC began meeting in June 2024 and concluded its work in February 2025. At the outset of its work, the committee developed a set of community agreements, values, and operating principles for its work (see Appendix A). It also developed the following considerations required for reckoning that resulted in a compilation of recommendations:

- An understanding of the process used to apply the original name to the library.
- An understanding of H.H. Bancroft's prime legacy. What do past and present scholars substantially agree are H.H. Bancroft's prime legacies?

- An understanding of the potential harm of the legacy of the Bancroft name. How might that harm be sustained if we keep or change the name of the library? What might be communicated to current and future library users and community members by keeping or changing the name? What was the severity of the harm or violative conduct of the Bancroft name? What are the consequences of such harm? And how is it balanced against other dimensions of H.H. Bancroft's life or the library's work? Does the evidentiary record show that H.H. Bancroft and/or the library meaningfully acknowledged any harm and/or engaged in reparative acts to reconcile any harm?
- An understanding of if or how H.H. Bancroft and his prime legacy have shaped past and current praxis — i.e., knowledge and collection development and accessibility — of The Bancroft Library.
- A consideration of the impacts — positive or negative — of any recommendation regarding reparation and/or reckoning with the name of the library. Are there constraints that impact the library's ability to change the name, such as a gift or sale agreement, reflection of provenance or costs?
- An acknowledgement that library staff is not responsible for reconciling H.H. Bancroft's legacy, but the committee should consider any attempts to reckon with his legacy that may inform campus leadership's decision regarding adopting recommendations.

To honor transparency, the committee's charge, resources, and public comments are publicly available on the [committee's webpage](#).

Research

As part of its research and review process, the BLRC consulted a variety of primary and secondary sources by and about H.H. Bancroft, as well as the origins of The Bancroft Library. The BLRC assembled a list of citations for some of those materials into a guide, which is available on the [library website](#).

Webpage and Online Feedback Form

The BLRC also created a [webpage](#) to share information about its charge, publicize the listening sessions, and seek input into the committee's deliberations via a public comment form. Those making public comments were given the option to [share their feedback online](#) or to share the feedback only with the BLRC. The committee received nearly 50 comments via the feedback form.

Listening Sessions

The BLRC organized a series of listening sessions with campus and broader community members to gather input on the following questions:

- What does Bancroft mean to you?

- What does the name “Hubert Howe Bancroft” mean to you?
- How have Hubert Howe Bancroft’s efforts enriched and/or harmed you or the communities you represent?
- What are some foreseeable opportunities and challenges with reckoning with Hubert Howe Bancroft’s legacy?
- What recommendations do you have regarding outcomes and actions for this committee to consider?

In total, the BLRC hosted five listening sessions, attended by a total of 86 registrants. Both in-person and online sessions were held to accommodate a variety of preferences. [See Appendix A for more details on the listening sessions.](#)

Additional Constituent Engagement

In addition to listening sessions, additional meetings were arranged with interested communities, including the Academic Senate’s Library Committee and members of the Japanese American Studies Advisory Committee.

A Bancroft Library Staff Reckoning Committee was also established due to significant interest and concern regarding the proposal among Bancroft Library staff. Per their charge, the staff committee members engaged with Bancroft Library staff to communicate ideas and initiatives about what it means to contend with H.H. Bancroft’s history and legacy to Bancroft representatives on the chancellor-charged BLRC. The committee not only solicited input from Bancroft staff using surveys and office hours, but also documented the reckoning and the diversity, equity, inclusion, and belonging work already underway within The Bancroft Library.

Finally, the BLRC received numerous letters (separate from the online feedback form commentary) from community members expressing their views and recommendations. These also were taken into consideration during the BLRC’s review process.

THEMES

The following represents some of the broad themes the BLRC heard in the community feedback (both written and in the listening sessions) it received during the course of its work.

Hubert Howe Bancroft

A good amount of confusion exists about how to distinguish between H.H. Bancroft and the library named after him. Confusion also existed among commenters between Hubert Howe, George, and Frederic Bancroft — the latter, unrelated, reputable historians and librarians for

whom streets and prizes are named. It was only after learning of the “unnaming proposal” that many community members learned about H. H. Bancroft and his words.

As participants listened and shared how they have come to terms with the name “Bancroft,” a number of them emphasized the distinction between H.H. Bancroft the man and The Bancroft Library. They especially mentioned that his words and legacy are not representative of how the library is thought of today. These respondents were not necessarily in favor of unnameing or renaming The Bancroft Library, but believed there were ample opportunities to reckon with the legacy of H.H. Bancroft — among them public outreach via symposia and lectures; better engagement with the communities represented in the holdings of The Bancroft Library; and an exhibit on the man and his *Works*.

The Bancroft Library

Multiple positive themes about The Bancroft Library permeated the feedback the BLRC received from all interested parties. The value of the library’s collections for research, teaching, and public engagement is indisputable and without comparison in California and beyond. The library has a strong brand as one of “the jewels” in the Berkeley — and University of California — crown for alumni and donors. Many responses noted the value of the library’s professional staff that layers a level of prestige and expertise across the collections. Concern was expressed about how the staff would be impacted in the event that “Bancroft” was removed from the library’s name. Thanks to the strong reputation of the collections and staff, the library has attracted more endowments and donors than all of the other campus’s special collections libraries combined. Yet, despite the institution’s prestige, some commenters observed that the library is not perceived to be a welcoming and accessible space.

Themes concerning the library’s use of H.H. Bancroft’s name also appear in the feedback the BLRC received. Appreciating that the library has grown in magnitude beyond H.H. Bancroft’s original collection, commenters asked whether it was possible for the campus to separate “Bancroft the person” from “Bancroft the library.” Others asked whether Bancroft’s legacy could be managed by restricting the use of Bancroft’s name to the library’s collection of materials donated by Bancroft (e.g., “The Bancroft Collection”) and then subsequently finding a new name for the library.

Contradictions and Multiple Truths

Although many of H. H. Bancroft’s views were consistent with established science and conventional mores of European settlers when he wrote and published [*Retrospection: Political and Personal*](#), many of his views and writings were unquestionably racist, nativist, and contradictory. *Retrospection* was published in 1912 at the high point of eugenics and scientific

racism; nativism and xenophobia stimulated by record immigration to the United States from Asia and Southern Europe; and the rebirth of the Ku Klux Klan three years after its publication.

That said, when taken as a whole, Bancroft's writings and work are riddled with contradictions, tensions, and ambiguities. For instance, while using the racist language of the day to discuss Chinese immigrants in the United States, Bancroft also opposed Chinese exclusion and spent pages of *Retrospection* excoriating Denis Kearney, one of the leaders of the anti-Chinese campaign in California. In a similar vein, he wrote unquestionably bigoted and offensive things about African Americans, while at the same time holding "anti-slavery" perspectives and coming from an abolitionist family. He was similarly dismissive of women, and yet interviewed Californio and Mormon women as part of his history project. These examples are not intended to defend his perspectives, but to provide additional contextualization for the man and his work.

"Reckoning" and Reparation

A common thread of conversation in the feedback sessions and committee discussions was the need to address and reckon with H.H. Bancroft's bigotry, racism, and nativism, while also distinguishing between those views, the library that Bancroft sold to the University of California in 1905, and the library as it is today. For many, to the extent that there is a legacy of Bancroft the person, it is as a collector of historical materials and testimonials from a wide range of Californians, as an impresario of a number of other historians who wrote the *History of California* in the late 19th century, and as the founder of a collection that now resides at the University of California. Taking tangible steps to reckon with Bancroft the man will provide an opportunity for the campus to engage in restorative justice, a process with the potential for transformative impacts.

As a public institution of higher education, the committee believes that a reckoning process provides opportunities for greater civic and community engagement and empowerment. Deliberate and mindful reckoning may strike a balance between the calls for historical erasure of the library's name and those to keep it. The committee went beyond naming considerations and engaged in a deliberate and mindful reckoning process to acknowledge harms and ensure that the library was being inclusive and equitable around potential calls for historical erasure of the library's name and calls to keep it. Grappling with this issue directly allows the community and campus to fully engage with the complexities of the past and acknowledges the significant fiscal, legal, and workload implications of name removal.

That said, while there was general consensus for the need for reckoning, suggested approaches of how to do so varied. There were also some additional calls for The Bancroft Library to go beyond reckoning to engage in meaningful reparation to undo the harms perpetuated on communities by H.H. Bancroft.

The following section features recommendations that we have gathered from our listening sessions, as well as from committee discussions. These recommendations provide opportunities

for further reckoning with H.H. Bancroft's impacts and his legacy, as well as for responding to other issues raised about the library's accessibility, its relationships with patrons, those whose materials are housed in the library, and other libraries.

RECOMMENDATIONS

To ensure the process was impartial, the BLRC compiled all recommendations that were raised in the various modes of feedback. The recommendations presented in this report and on the public website were compiled by the BLRC with the following guiding questions in mind:

- What does accountability for The Bancroft Library look like to those constituencies who have experienced harm by H.H. Bancroft's legacies?
- How can The Bancroft Library as an institution transcend the racist namesake of its collection?
- How can the university best ensure the sustainability of the library, while addressing the expressed need for greater investments in and improvements to its collection development and accessibility praxis?

A persistent theme across all of the proposed recommendations is the importance of continued investment in the value of the Bancroft Library, its collections, and its staff. It is also worth noting that some of the recommendations below will require resources (and the redeployment of resources) that may forestall or prevent the ability to implement other recommendations.

RECOMMENDATION 1: Implement a series of educational initiatives designed to further engage the library, campus, and broader community members with the reckoning process that the BLRC has begun.

Implications

A series of educational initiatives, public engagement opportunities, and restorative justice efforts will require some commitment of financial resources. In its discussions, the BLRC felt that the following recommendations could be appealing to campus donors, whose philanthropic support could help to meaningfully advance these initiatives:

- Create a permanent exhibit both at The Bancroft Library and online about the life/work of H.H. Bancroft and our responsibility to address and contextualize his work and ideas. Research for the exhibit could include the following:
 - An inquiry into his writings, and the ideas expressed therein
 - An inquiry into the influence of his writings over public sentiment and policies, as

- well as their legacies
 - An inquiry into the nature and sentiment of subsequent research and teachings on campus that emphasize white supremacy and espoused eugenics
 - A study of H. H. Bancroft's collecting methods and his methods of compiling the writings of others and claiming authorship for them
 - Exhibits about the rich and powerful impact of those whom H.H. Bancroft deemed inferior
- Develop a permanent public display or sign about the origins of the library and H.H. Bancroft that would enable the library to engage in meaningful public history work.
- Develop and prominently distribute a statement explaining the name of the library and its contractual versus honorific intent.
- Create an instruction/outreach/community engagement librarian position to work with students, faculty, researchers, and community groups to promote the library, increase public engagement with the library's collections, and foster a welcoming environment, while also coordinating public education around H.H. Bancroft and the history of the library.
- Host an academic conference and ongoing community panels, forums or symposia regarding the Bancroft name — including H.H. Bancroft's legacy, white supremacy in historical perspective, the contradictions of honored political and cultural leaders of the past with the contemporary demands for social justice.
- Host increased visits for campus and community groups.
- Create workshops/open houses for students during Golden Bear Orientation and throughout the year about how to access and use the physical and digital resources at The Bancroft Library.
- Create an advisory group for educational initiatives for The Bancroft Library.
- Create a course that examines the histories and legacies of The Bancroft Library which includes a section on H.H. Bancroft and his methods.
- Offer scholarships/fellowships to encourage research to redress the legacies of H.H. Bancroft, and more broadly, the complexities of race, ethnicity, and gender in the American West.
- Increase support for diverse collection development activities.
- Create a permanent site on campus that focuses on critical research about UC Berkeley's origins, history, and development.
- Redesign The Bancroft Library entrance/security area to make it more welcoming and friendly.
- Remove the statue of Benjamin Franklin currently in the library foyer. While Franklin's association with printing would argue for keeping this statue in public view at Bancroft, Franklin also enslaved people and profited from slavery through his newspaper business.
- Digitize all Bancroft Western and Latin Americana collections that are out of copyright.
- Increase and redefine existing PR/marketing/outreach efforts by/about The Bancroft Library to improve its public reputation as an accessible vs. an "elitist" space.
- Develop and distribute a campus/community survey of users about how to make The Bancroft Library more accessible.

- Increase collaboration between/with other campus libraries (i.e., East Asian, Ethnic Studies, etc.), UC libraries, and Bay Area community repositories.

RECOMMENDATION 2a: Change the name of The Bancroft Library.

Implications

- Changing the name of The Bancroft Library can be a significant means of acknowledging and rejecting Hubert Howe Bancroft's racist and nativist language and views.
- Some constituents will see changing the name of the library as an established campus practice.
- Changing the name of the library will be a direct response to the request made in the unnamings proposal.

RECOMMENDATION 2b: Do not change the name of the library.

Implications

- Changing the name of the library will be both a high-cost and high-effort endeavor, requiring a significant financial and human investment on the part of the library and the university, among other partners.
- The process of denaming and rebranding the library will divert resources and attention away from the core operational functions of the library, such as current and future collection development, which would reduce research support for the campus and the public. A redeployment of library funds will also divert resources from other impactful research and activities, like funding fellowships, recruiting staff, and making library collections available to students, faculty, and researchers.
- The redirection of financial resources toward denaming the library would divert The Bancroft Library and UC Berkeley Library resources from strategic initiatives already underway that are intended to create a more diverse, equitable, and inclusive library, such as: archivists and librarians focusing time on creating inclusive archival and bibliographic description that resonates with the communities' cultural, historical, and social contexts and repairing older descriptions to remove racist, sexist, and ableist language (these efforts are guided by Bancroft's Inclusive and Reparative Description Working Group), engaging in partnership and engagement with communities represented in Bancroft's collections, and working to revise policies and procedures that foreground access and create welcoming and accessible spaces.
- Renaming and then rebranding the library involves expenses related to updating signage, administrative and marketing materials, websites, official documents, and most significantly, the library's online presence and millions of catalog records and finding aids for collection holdings across multiple internal and external library systems.
- The "Bancroft" brand is a known and prestigious brand on its own, within the University

of California system, nationally, and internationally.

- Without substantial investment from campus or new donors, the library would need to halt its current work of acquiring and making collections available and then redeploy resources (fiscal and personnel) to the logistical tasks involved in denaming the library.
- Denaming the library could very likely result in the loss of future donations and grants due to public perception and backlash, making it challenging for the library to secure future donations, as potential donors will be concerned about the negative associations with the library.
- Denaming the library could have legal implications for the university, leading to possible legal disputes or negotiations around legal agreements with donors or other parties that will need to be navigated by university counsel and possibly the Regents of the University of California.
- Community feedback and committee discussions also suggest that changing the library's name may be perceived as "performative" or a form of "historical erasure," as well as a missed opportunity for the campus and the library to meaningfully engage with this difficult history as an educational institution.

RECOMMENDATION 3: Change the institutional name of the library, and keep "The Bancroft Library" for only those materials originally collected by H.H. Bancroft.

Implications

- Changing the name of the library can be a significant means of acknowledging and rejecting H.H. Bancroft's racist and nativist language and views.
- Some constituents will see changing the name of the library as an established campus practice.
- Changing the name will be a direct response to the request made in the unnamings proposal.
- Keeping "The Bancroft Library" as the name for those collection materials that formed the origin of the library maintains their provenance for researchers.
- In practical terms, this partial name change approach has most of the same disadvantages and potential challenges as a full name change. The amount of time required to change the metadata records (and thus those personnel hours and costs) would be slightly less, but only by a small margin. The overall costs and opportunity costs essentially remain the same.

RECOMMENDATION 4: Remove the "Bancroft" name from the exterior of The Bancroft Library.

Implications

- Removing the name from the exterior of the building will be a direct response to the

- request made in the unnamings proposal.
- Since the name of the building housing The Bancroft Library is technically Doe Annex, removing the name Bancroft on the exterior would be an accurate reflection of the building's name.
 - If only the name is removed from the exterior of the building, the reason for its presence elsewhere remains unresolved.
 - Removing only the exterior name may be viewed by some as performative, and not an actual reckoning with the issue at hand.
 - The name Bancroft Library appears not only on the building exterior, but also on countless campus maps, guides, etc. — all of which would need updating, as well. Given that The Bancroft Library serves the general public, as well as the campus, it is important that it remains findable.
 - The costs associated with this work are currently not accounted for within the library's current budget.

REPARATIVE CONSIDERATIONS FOR MEANINGFUL ENGAGEMENT

The following reparative considerations should be taken into account, regardless of the recommendations adopted or rejected.

- Engage with communities that were harmed to reconcile damage.
- Engage in specific outreach efforts to communities about restorative justice archival work (i.e. repatriation efforts, etc.).
- Elevate Indigenous voices and ensure that Indigenous communities maintain control of their stories/narratives.
- Create a scholarship fund for collections that would combat racism.
- Engage in collaborative efforts that lift up communities H.H. Bancroft disparaged, like co-curation (with financial support to do that work).
- Implement a set of ongoing reconciling and restorative inquiries to acknowledge, engage, and learn from the past.
- Formalize practices of ethical description already in use by the staff to embody ongoing commitment and acknowledge its expertise.
- Continue to resource and engage in diversity, equity, inclusion, and belonging work for/by the staff.
- Consider cluster hires and financial resources to support these hires.

APPENDIX A: ADDITIONAL INFORMATION ON METHODOLOGY

BLRC Meetings

- June 12, 2024: Member introductions; background on The Bancroft Library; review of committee charge; experience with similar reckoning committees; Bancroft Library tour
- July 9, 2024: Principles guiding our work; restorative justice approach; understanding H.H. Bancroft
- July 23, 2024: Principles guiding our work; decision-making process; planning for listening sessions
- August 1, 2024: Planning for listening sessions
- August 21, 2024: Creation of an annotated bibliography and Libguide; planning for listening sessions
- September: Listening sessions (see below)
- October 3, 2024: Meeting with Academic Senate Library Committee
- October 11, 2024: Meeting with the Japanese American Studies Advisory Committee
- October 16, 2024: Reflections on listening sessions; planning for end product and next steps
- November 8, 2024: Consideration of financial aspects of recommendations; consideration of legal aspects
- November 13, 2024: Review of themes and recommendations from listening sessions, online submissions, and letters
- December 3, 2024: Review of initial draft report and discussion of recommendations
- January 10, 2025: Review of report and recommendations
- January 22, 2025: Review of report and recommendations
- January 28, 2025: Finalization of report, recommendations and presentation to Chancellor, University Librarian and Acting Vice Chancellor for Equity & Inclusion

Community Agreements, Values, and Operating Principles

The Committee developed the following agreements, values, and principles to guide its work:

- Build time for feedback and reflection into meetings
- Listen deeply and stay engaged
- Honor silence and take the time we need to do this work
- Strive to meet in person when possible to build relationships
- Commit to transparent information sharing
- Be intentional with language
- Seek and honor perspectives of those who have been impacted by Hubert Howe Bancroft as well as perspectives of staff, stakeholders, and supporters of The Bancroft

Library

- Seek to understand the past in order to impact the present and future
- Our work is rigorous, deliberative, iterative, and rooted in accountability
- Use the circle of impact to gauge when to provide support versus vent. The rule is that those more impacted than oneself should be supported while those less impacted than oneself can be a listening ear for venting with consent.
- Acknowledge and honor the multiple, intersectional identities the committee and community members hold, and the hierarchical institutional positions of authority we all inherently bring
- The campus's [principles of community](#) will guide our work

Listening Sessions

The BLRC held five listening sessions:

- September 11, 2024: Virtual listening session with the Friends of the Bancroft (26 registrants)
- September 12, 2024: In-person public listening session (14 registrants)
- September 20, 2024: Virtual public listening session (25 registrants)
- September 23, 2024: In-person public listening session (10 registrants)
- September 27, 2024: In-person public listening session (11 registrants)

Outreach for listening sessions included directed messages to the following communities: Bancroft Library staff, UC Berkeley Library staff, the Library Board, Friends of The Bancroft Library, the Library Equity and Inclusion Committee, RECLAIM, Building Name Review Committee, Academic Senate's Library Committee, UC Berkeley students (via the Berkeley Life Roundup), Office of Graduate Diversity, Academic and Administrative Chief Diversity Officers, Directors of Thriving.

In order to capture the detailed feedback shared during the listening sessions, we assigned three notetakers for each session to take detailed but unattributed notes.