

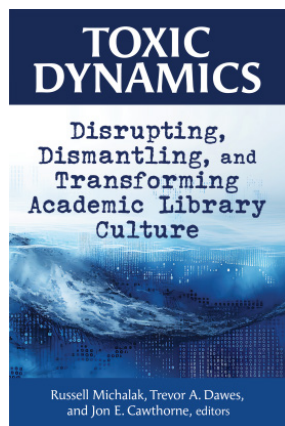
move on to advocating for social justice, which is another indicator why some of the chapters of this book fall short of relevancy to the current moment.

In conclusion, *Liberatory Librarianship* is worth the read to find inspiration and/or if there is interest in learning more about the initiatives that libraries have engaged in since the public's call for increased diversity, equity, and inclusion. However, even though some chapters do go beyond DEI and instead use terms such as "justice" and "resistance," there are few examples in this book of engagement with social justice beyond representation and accessibility, towards the dismantling of current systems to liberate oppressed peoples through librarianship the way the title suggests it does. — *Nadya Lim-Douglas, Librarian, Ontario Tech University*

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Toxic Dynamics: Disrupting, Dismantling, and Transforming Academic Library Culture, Edited by Russell Michalak, Trevor A. Dawes, and Jon E. Cawthorne, Association of College and Research Libraries, 2024, 347p. Softcover, \$90. 9798892555517



Toxic Dynamics: Disrupting, Dismantling, and Transforming Academic Library Culture, edited by Russell Michalak, Trevor A. Dawes, and Jon E. Cawthorne, is a comprehensive examination of the pervasive issue of toxic workplaces within academic libraries. Each chapter is authored by different contributors, bringing a rich diversity of perspectives and expertise to the subject. The book's primary argument is that toxic dynamics in academic libraries are a significant barrier to effective and healthy work environments. The chapter authors argue that toxic workplaces are often a result of poor leadership, systemic inequities, and institutional failures. They emphasize the need for supportive leadership, clear definitions of workplace toxicity, and actionable steps to address these issues. The introduction sets a clear roadmap for the book, emphasizing

its relevance to a broad audience within the academic library community. The chapters are credible and each of the authors communicate clearly to a general academic library audience. There are many unfamiliar terms and acronyms in the book, but each author explains and defines the terms used in their chapter. While there is already literature on this subject, many of the chapters address more nuanced topics relating to toxicity which have not received as much attention in the literature. The book is organized so that the early chapters lean more heavily on defining toxic workplaces and the following chapters lead into case studies and more specific topic areas.

Each of the chapters provides a thorough literature review, some more in-depth than others. The methodology varies across chapters, including case studies, an auto-ethnographic approach, action research methodology, as well as multiple chapters that derive insights from the source material in the literature review. This variety allows for a comprehensive exploration of the topic from multiple angles. For instance, the

use of autoethnography in Chapter 9 provides a personal account of working in a toxic environment, which is both validating and insightful. The thorough literature reviews throughout the book support the material presented, highlighting topics ranging from leadership failures and their impact on personnel and unions as well as consolidations of higher education institutions (HEIs).

Chapters also include practical advice and/or recommendations on how to implement changes, improve work environments, or what steps individuals can take. Most recommendations emphasize the significant role management and leadership have in fostering a healthy work environment; however, not all recommendations are targeted to upper management. Many of the suggestions are directed at individuals looking to make personal changes, groups of like-minded individuals who are interested in forming a community of practice, professional organizations who should be rising to the occasion, as well as the entire field of academic librarianship.

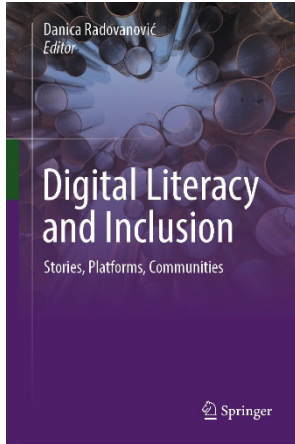
One of the book's strengths lies in its clear definition of a toxic workplace, in multiple chapters, which is crucial for readers to identify and understand their own experiences. Yet, the book is not without its weaknesses. Some chapters, such as Chapter 4, suffer from a lack of clarity in their arguments, with terms like "misrepresentation" not being adequately explained. Additionally, while the book provides numerous actionable steps, some recommendations are based more on personal experiences than empirical data, which may limit their generalizability.

The book is highly relevant to current trends and issues in academic libraries, such as public programming, accessibility, and technology integration. For example, Chapter 10 examines digital scholarship and proposes a feminist approach to balance expectations and team dynamics. This chapter highlights the gender disparities in digital scholarship, where maintenance work is often undervalued compared to innovative work, typically dominated by men. The book also addresses the dynamics between tenure-track and tenured librarians, generational disparities, and the lack of mentoring, which are critical issues in today's academic libraries. The emphasis on systemic inequities and the harm caused by patriarchal white supremacy in Chapter 6 is particularly timely given the ongoing discussions about diversity, equity, and inclusion in the workplace. The chapters illustrate the challenges of implementing change and the importance of supportive leadership.

Toxic Dynamics makes a significant contribution to the literature on workplace toxicity in academic libraries. It addresses nuanced topics and provides real-world examples and recommendations for leaders and staff. The book is well-organized, with each chapter building on the previous ones to create a comprehensive understanding of the issues. It is a valuable resource for academic librarians, particularly those in leadership positions, but also for anyone interested in improving workplace dynamics in academic libraries. The book is highly recommended for deans, directors, and senior administrators, but it also offers significant insights for all library workers, leaders, managers, and educators. It offers practical insights and actionable steps for addressing workplace toxicity, making it a valuable addition to any academic library's collection. This book is directed at individuals with multiple chapters imparting real-world examples and recommendations for leaders as well as employees to implement at their own institutions. Most importantly, this book is validating to those working in toxic environments. Whether you are a senior administrator or a library worker, *Toxic Dynamics* provides the tools and knowledge needed to foster a

healthier and more supportive work environment. — *Ruthann Mowry, Curator of Rare Books and Manuscripts, Rare Book & Manuscript Library, University of Illinois Urbana-Champaign.*

Digital Literacy and Inclusion: Stories, Platforms, Communities, Danica Radovanović (Editor), Springer, 2023, 218p. eBook, \$79.99. 9783031308086



Danica Radovanović is a senior associate researcher at the University of Oslo (UiO) and has explored the topic of digital literacy in various prior publications. Her focus on digital literacy is particularly compelling, as she offers new and diverse perspectives on the general public's interactions with digital platforms on the internet. In *Digital Literacy and Inclusion: Stories, Platforms, Communities*, Radovanović focuses on the main topic of updating the concept of digital literacy, which is discussed through various practices and applications of digital literacy in several countries and regions. The book's discussions on digital literacy and inclusion are backed by a strong theoretical framework and diverse case studies. It highlights the challenges in promoting digital literacy and presents the digital divide on three levels, advocating digital literacy as a practical solution that incorporates education and digital upskilling.

Ultimately, Radovanović demonstrates that digital literacy not only helps overcome access barriers but also empowers individuals to use technology effectively for tangible benefits in daily life.

The book is written in a very clear and transparent manner. The use of technical vocabulary is explained with excellent definitions and visualizations so that complex ideas about digital literacy and digital inclusion can be easily conveyed to general readers. The selection of contributors who come from various backgrounds is also a benefit because it presents varied discussions but is still aligned with the book's primary thesis; discussions are written systematically and coherently making each chapter easy to understand, eliminating confusion. This book does not focus on a particular group or country or target a specific audience, so any interested reader can read and enjoy it. Although detailed, the discussion and concepts in each chapter are not difficult to read and understand, mainly due to the underlying theoretical foundations and solid academic references used.

The ideas presented in the book are written effectively and coherently through relevant explanations and case studies. Each chapter not only presents research findings but also provides critical reflections that enrich the reader's perspective on digital literacy, digital citizenship, critical skills development, and digital inclusion. The discussion begins with the opening chapter by Radovanović, who explains that digital literacy is no longer just about technical skills but also about a critical awareness of how technology is used by people in their daily lives.

The opening chapter's discussion continues in Part 1, which includes four chapters. This section expands on critical culture and digital literacy, highlighting two key approaches: a participatory approach that promotes transparency in privacy data (Chapter 2) and a creative approach that encourages community involvement in the digital society (Chapter 3). The author also addresses the challenges digital users encounter, with Chapter 4 addressing the risks of cybercrime and the need for deeper digital literacy, and Chapter 5 focusing on the need for more inclusive and coordinated internet policies in developing Southeast Asian countries to bridge the digital divide.