



The dynamical social structures in the management of contexts of justice, equity and social inclusion on the digital age

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Introduction

The current dynamical social structures imply a huge risk in decision-making, which implies a much more solid level of assertiveness of actions that enable the advancement of knowledge management and the consolidation of a fair and equitable environment.

In addition to the emergency of the actual scenario of COVID-19 that put digital tools in the spotlight of the world plus the innovation system of organization management (Restrepo, et al., 2016; Meza, H., et al., 2015; Silvera, et al., 2016), we faced the social inclusion arising as a permanent social necessity in our contemporary society, focusing on this subject of vulnerability which makes reality of equity and social inclusion a complex transformational phenomenon, more visible while the work on the management of social, cultural and innovative knowledge are able to prepare the right social environment for it.

By promoting and realizing the scientific knowledge with the research's culture by the actors of this process, at all levels, methodologies, social classes, approaches, dynamics and modalities of training, social life and performance; from the theoretical and practical understanding of innovative thinking of such a management (Silvera, 2017), that involves the ability of managing of making, executing, controlling and working on the ways of solution to the real problems of the productive services in general on our country, taking in account the social life into the day life community (Soto, Correa & Silvera, 2018). However, the new action and thinking logic show how in the "current conditions where the emergence of a historical social change and cultural public policy" (p. 51) are lines to guide a critical thought as an alternative to sustainability from social appropriation and the transfer of its results (intercultural management approach).

Thus, the reflections and results of the researches that are into this context of knowledge management allow the approach of emerging inter and transdisciplinary subjects able of reintegrating the management of knowledge from real problems of society, as well as the configuration of a reintegration system of research practices.

Consequently, fundamental elements emerge for the development of the social sciences and their systematic and dynamic articulation with the other incisions and disciplines, achieving a convergence between the actual needs of the knowledge society and the emergencies, realities and possibilities of the communities and society itself, consolidating a knowledge management system able of transforming the reality.

Educational, social and legal consequences of the changes and mental movements of knowledge management

The searching for a set of strategies used for the institutions to consolidate an integrative and prospective model of responsibility over the society evidences the implementation of a new vision of change management in the mentality of people and systems, it implies the implementation of a technique flexible, ethical and moral (Trujillo, 2019), whose structural base is a system of efficient and proactive communicating vessels, between the projects of the organizations, the care actions, the benefits derived from belonging to the organization and its impact on society itself (Henríquez, Higuera, Rosano, Robles & Aragaki 2019, p. 189), generating an influence between its bases and theoretical contributions



and the implemented strategies, from the simplest as it is a labor contract and its risk management in services (López, L. & Guerrero, K. 2019; Londoño, L. et. al. 2016), going through the care of natural resources (Da Silva Antunes & Souza, 2019). For the case of educational institutions in areas such as curricular reforms, relationship with the community, support for teacher development, among other derivations of the substantive institutional and non-institutional functions (relevance and social and cultural impact) the same strategy is used.

However, within this new vision of the responsibility of organizations and structures, in pursuit of social benefit, some doubts arise about how the actors are effectively influenced and how this inclusion represents a true influence in the context. Jaramillo, B., Borja, M. & Ríos, D. (2019) show how some concepts manage to determine the concepts and scenarios in which the subject moves under the perspective of inclusion, improving the conception of the phenomenon and managing to place ourselves in the need for a real and efficient system that “enhances both cognitive and emotional skills, and diversity is achieved, which serves to transform and strengthen the teaching process” (p. 75). This imply a series of spaces, elements, roles, subjects, actors, institutions and benefits for the communities in the sense of their real incorporation in the social, cultural, business, educational and government ideology from the projection of their participation in the solutions of the problems that afflict them and that impact, positively or negatively, in natural society and in the society of knowledge.

In addition to this scenario, we have historically recurring problems such as literacy, and in our contemporary era, digital literacy, whose main opponent is the technological gap where the digital citizen and the digital native intersect in the culture of access to technological products. We see how Calle (2019) shows how there is a current urgency to make the actors in the process of access to the digital literacy operation achieve “clarity in the form and type of support that they consider to provide this kind of space ”(p. 35) from an institutional point of view, with a social justice management approach through access and the possibility of its temporal and cognitive sustainability. Thus, all the linked actors could achieve conditions of technological inclusion, social equity and educational and cultural benefits derived from the incorporation of new knowledge and practices, transforming the states of consciousness and action of the citizen.

Final considerations: Emerging interdisciplinary society and knowledge tools

The world, regional and country development require permanent updating in all fields, especially knowledge management, as an emerging and controversial discipline, since social, cultural, economic, ethical and the citizenship of all those actors that belong to communities that face the challenge of being part of this knowledge society and actively participating in it, without distinction of roles and experiences.

The creation, management, training, empowerment and consolidation of human capital will be an essential factor for the construction of a society and a knowledge economy, whose growth will be indisputably linked to productivity in terms of education, training, creativity, assertiveness, a no stress way in making quick decisions and consolidating innovative thinking.

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