MigLAB Training Standards

Training Standards for Inclusive and Non-Violent Educational Environments

Developed for MigLAB NGO based on Council of Europe, Erasmus+, and Non-Violent Communication frameworks

Introduction

MigLAB is committed to creating educational environments where all participants feel valued, respected, and safe. These training standards have been developed to ensure that our training activities uphold the highest principles of inclusion, diversity, and non-violent communication. They are designed to guide trainers in creating spaces where nobody feels discriminated against or othered, and where all participants can engage fully in the learning process.

The standards draw on established frameworks from the Council of Europe, Erasmus+ Programme, and Non-Violent Communication principles, adapted to meet the specific needs and context of MigLAB's work. They represent our commitment to educational excellence and human dignity in all our training activities.

These standards are intended to be living guidelines that evolve through practice, reflection, and feedback. They provide a framework for consistency while allowing for creativity and adaptation to specific contexts and participant needs.

Core Values and Guiding Principles

Human Dignity and Rights

At the foundation of MigLAB's training approach is the recognition that every person has inherent dignity and worth. We acknowledge that education is a fundamental human right, as articulated in the European Pillar of Social Rights: "Everyone has the right to quality and inclusive education, training and life-long learning in order to maintain and acquire skills that enable them to participate fully in society."

This principle guides all aspects of our training activities, from design to implementation and evaluation. We recognize that upholding human dignity requires active commitment to creating conditions where all participants can thrive and develop their full potential.

Inclusion and Diversity

MigLAB embraces diversity as a source of richness and learning. We understand that inclusive education goes beyond mere tolerance or accommodation of differences—it actively values diverse perspectives, experiences, and ways of knowing as essential to the educational process.

Our commitment to inclusion means actively identifying and removing barriers to participation, whether they are physical, social, economic, cultural, or linguistic. We recognize that inclusion requires ongoing attention to power dynamics and conscious effort to create equitable learning environments.

Non-Violence and Compassionate Communication

MigLAB is committed to non-violence in all its forms—physical, verbal, and psychological. We adopt the principles of Non-Violent Communication (NVC) as developed by Marshall Rosenberg, recognizing that how we communicate profoundly affects the learning environment and relationships within it.

Central to our approach is the understanding that all human actions are attempts to meet universal needs. This perspective allows us to move beyond judgment and blame to create connections based on empathy and mutual understanding.

Safe Space Creation

Creating safe learning environments is fundamental to MigLAB's training approach. We understand that learning involves vulnerability and risk-taking, which can only happen when participants feel physically and emotionally secure.

Safety in our training spaces means physical environments that are accessible and comfortable for all, emotional climates characterized by respect and support, intellectual openness where questions are encouraged, and cultural sensitivity that honors diverse backgrounds.

Implementation Guidelines

Our trainers commit to thorough preparation, assessing participant needs and accessibility requirements in advance. During training, they establish clear agreements, regularly check group energy and needs, provide multiple ways to engage with content, and address any exclusionary behavior immediately.

The training process extends beyond formal sessions through accessible documentation, opportunities for continued learning, gathering feedback for improvement, and supporting implementation of learning in participants' contexts.