

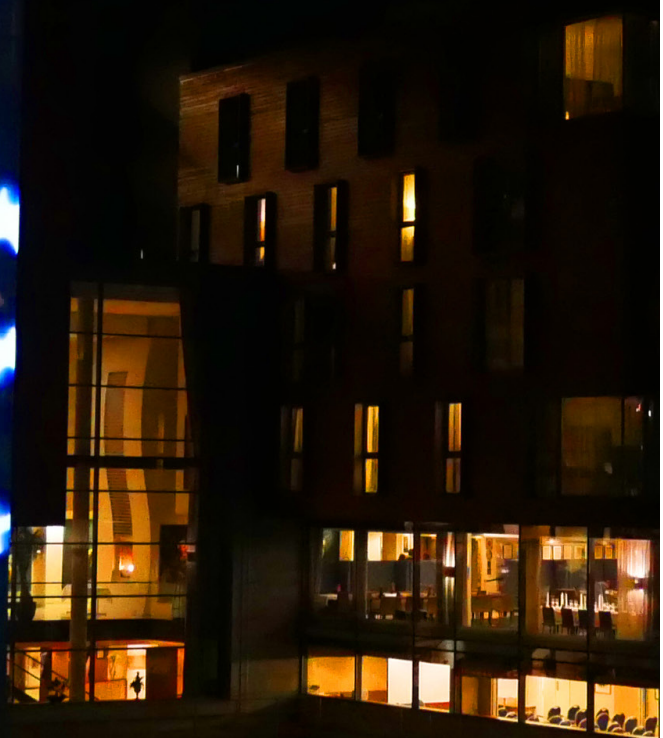
THE YELLOW MANUAL

All you need to know about the
Annual General Meeting (AGM).

AMNESTY
INTERNATIONAL



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#AmnestyLM

Have you met a friend? Learned something new? Taken part in something important? Share it on social media! That way, the AGM becomes something bigger and more important, also keeping those not physically present at the AGM informed and involved.

*If it is not on Facebook, Twitter, Insta or Snap,
it hasn't really happened.*

- Modern quote

TIPS ON HOW TO HAVE A GOOD TIME AT THE AGM





Prepare

The more prepared you are, the easier it is to relax and participate. Make sure to read the information on the webpages and make yourself familiar with the program and the agenda. Unfortunately, the documents are only in Norwegian, so we recommend that you use a translation website or ask a friend that understands Norwegian to help you.

If you have any questions, please do not hesitate to get in touch with us at landsmote@amnesty.no. You are also welcomed to get in touch with your regional manager or board members if you have any questions.

Get to know other participants

The AGM offers a unique opportunity to meet many like-minded people who share your interest in human rights and justice. You may even get some new friends! Furthermore, there will be employees, board members and international guests at the AGM, who will be sharing intriguing stories and knowledge about many interesting topics. We are all on the same team. No need to be shy!

Take the floor!

You, the members, own the AGM. Discussion and debate are central parts of the AGM, and we want to hear your opinion. If something is important to you, do not be afraid to make your voice heard. Remember, everybody is nervous – even the most experienced debaters.

Ask if anything is unclear

If there is something you do not understand, chances are high that you are not the only one. So, you will most likely do us all a favour by just asking. Just raise your hand (with your voting card) during the meeting or ask at Amnesty's information desk.

Be on time

The AGM is packed with exciting programme. Everything will run much smoother if all sessions can start on time. Also, by being on time you will never miss out on anything important.

Learn as much as you can

Whether you are new or not, use your time at the AGM to increase your knowledge and experience. This will be helpful both inside and outside the AGM.

Remember you are among friends

Participate as much as you can and have fun! You are part of an important community, and we work best together.

THE QUESTIONS EVERYONE IS ASKING

How can I get to the hotel?

Practical details such as how to get to the hotel can be found on the website in Norwegian and English here: www.amnesty.no/annual-general-meeting

What do I do when I arrive?

Find Amnesty's own reception desk, register for the event and get your event folder. If you have booked a room at the hotel, remember to also check in at the hotel reception.

What will we get to eat?

Included in the participation fee are the following meals: dinner Friday evening, lunch Saturday, gala dinner Saturday evening and lunch Sunday. If you have booked a room at the hotel, breakfasts are also included.

Exactly what we get to eat is decided by the hotel, but we are certain it will be good! If you for example are vegetarian or have an allergy, you had the opportunity to say so while registering for the AGM. If you forgot, inform us immediately at the information desk.

What do I do if I experience something unpleasant?

We hope you will have a pleasant and safe experience at the AGM. However, if you experience anything that you do not find OK, do not hesitate to talk to our own ombudsperson at the AGM. The name of the ombudsperson will be announced at the beginning of the AGM, and you will find the necessary contact information at Amnesty's information desk. You are also welcome to talk to any member of the Amnesty staff or the board at any time, if you are more comfortable doing so.

I have received a card with a large number on it. What is it for?

This is your personal voting card. You need this in the meeting to either signal that you want to say something or to vote. See "join the discussion" and "how to vote" below for details.

Where do I find the relevant documents for the meeting?

Unfortunately, the documents are only in Norwegian as we do not have capacity to translate them into English.

The Norwegian documents will be published at www.amnesty.no/annual-general-meeting. We advise you to use a translation website or to ask a friend that understands Norwegian to assist you. We apologise for the inconvenience.

What happens in the Working Groups (“Arbeidsgruppe”)?

There are three working groups, one for each of the following categories: Economy, Human rights and Organisation. In these groups, every resolution, proposal and recommendation put forth (and presented in the relevant documents) will be discussed more thoroughly before they are voted on in the plenary session on Sunday. That means, this is where you present proposals and discuss them.

Every Working Group has its own Chair and Minutes Taker, and a representative from the editorial committee will be present. The Chair structures and leads the Working Group, the Minutes Taker makes sure every suggestion is noted, and the Editorial Committee will digest all the suggested changes you put forth and make a coherent suggestion to be voted on in the plenary session. All resolutions are presented by the proposer, before the Working Group discusses the resolution and potentially suggests amendments to the resolutions.

How can I get more involved in Amnesty?

If you want to become active in a local group, you should talk to the Regional Manager (“regionleder”) from the region you live in. The Regional Managers will be introduced on stage and usually wear a badge. They are present during the whole AGM and will be happy to help you.

How is a decision made?

For the AGM to arrive at a decision, there is a long and formal process:



How is the election process for the board?

In Amnesty, a Nomination Committee makes an analysis of requirements and needs, which results in a needs assessment that describes what qualifications they find necessary for the board in the coming period.

The Committee seeks suggestions for board candidates from members and also do their own research for potential candidates. Potential candidates are contacted and after thorough research and deliberations, the Committee creates a list of candidates they recommend for the Board. Candidates that are not put on the Committee's list can challenge this recommendation and announce their candidacy, for any position that is open, through a counter proposal. If there is more than one candidate for a position, a written election will be held, with an anonymous ballot. If there are no counter proposals against the Nomination Committee's recommendation, the candidates on this list will be elected by acclamation.

The Chair and the Vice Chair of the Board are both elected separately. The ordinary members of the board are elected in one pool, and so are the substitute members of the board.

How do I register a counter proposal for a position in the board?

If you want to propose yourself or someone else for a position in the board as an alternative to the recommendation from the Nomination Committee, you must do this in writing to the Chair of the AGM. If you suggest another person, it is important that you have this person's consent. The proposal must contain information on why the candidate is suggested. The deadline for submitting a counter proposal is always early on Saturday – check the schedule for the exact time.

After the AGM, do I need to do anything?

If you had any refundable travel expenses, you may apply for a refund. To do so, you must fill out a form, scan or take a photo of relevant receipts and send it as soon as possible to regnskap@amnesty.no. The exact deadline and more information about how to get travel expenses refunded can be found on www.amnesty.no/annual-general-meeting ("travel fund").

The minutes from the meeting will be published on Amnesty's website no later than two months after the meeting. We recommend you read it as soon as possible and give us feedback if there is anything you find incorrect – especially if you find the noted decisions to be inconsistent with what was actually decided.

JOIN THE DISCUSSION



Say something

If you would like to say something, you need to make a gesture to the Chair of the AGM. You do this by raising your hand high, holding your voting card with the number facing the Chair.

Keep it there until the Chair signals that you have been added to the list of speakers.



Make a comment to someone else

When a speaker is on the podium, you usually have the opportunity to comment directly to that statement. You ask the Chair for the opportunity to comment by doing the same as when you ask for an ordinary entry to the debate, only adding a “V”-sign with two fingers with your other, free hand. Please note that a comment should be considerably shorter than an ordinary statement, usually maximum one minute.

Prepare!

You will be noted in advance when it is your turn to speak. As soon as you have been notified, please leave your seat and stand in line by the podium. This will save a lot of time as the meeting schedule is tight.



Important information / Point of order

If you find it necessary to inform the AGM about an important fact – regarding the topic being discussed, the list of resolutions, the time-schedule, the Rules of Procedure or the sequence of voting – you may do so by making a T-signal (or “time-out”-signal) with both your hands. A “point of order” is usually granted to speak immediately.



Withdraw your entry

If someone already made your point or you would like to withdraw your statement for some other reason, you can do this by making a horizontal motion with a flat hand and/or shaking your head while having eye contact the Chair.

Proposals?

If you want to propose any amendment to the resolution in discussion (either in the working group or in the plenary meeting), you must present this in writing to the Chair.





MORE ABOUT VOTING

Who can vote?

Only people with a white voting card have the right to vote. If you have a yellow voting card, you can take part in the debate (right to speak), but you cannot vote (no right to vote).

How do I vote?

Raise your hand high, holding the voting card with the number facing the Chair. The Chair will announce when you can vote or signal that you abstain from voting.

Several terms and concepts are explained and elaborated on in the glossary, pp.14-25. For example, see “*Avholdene* - Abstain”, “*Kontra* - Contra (those against)” and “*Tellekorps* - Counting Committee”).

GLOSSARY

Although live interpretation is provided in the meeting, all documents are in Norwegian. Therefore this glossary, with all the important terms for the Annual General Meeting, is in alphabetical order in accordance with the Norwegian translation.

A

***Absolutt flertall* - Absolute majority**

More than half of those with the right to vote must actively vote in favour of the proposal, meaning to abstain in practice is the same as voting against it.

***Akklamasjon* - Acclamation**

Applause / Clapping hands in approval.

***Aktivister* - Activists**

All active Amnesty members. This means those that get involved beyond being a paying member, e.g. by working in a group, writing letters, gathering signatures, arranging concerts, participating in demonstrations, etc.

***Arbeidsgrupper* - Working Groups**

There are three Working Groups, one for each of three categories: Economy, Human rights and Organisation. In these groups, every resolution and recommendation put forth may be discussed more thoroughly before the voting in the plenary meeting. Every Working Group has its own Chair and Minutes Taker.

***Avholdende* - Abstain**

Refraining from voting / Choosing not to vote.

B

***Benkeforslag* - Counter candidate**

Other candidates than those recommended by the Nomination Committee.

C D

Dagsorden - Agenda

The program for the AGM. Depicts what resolutions will be discussed when, when there will be breaks, meals, etc. Is sometimes used interchangeably with “Saksliste” (list of resolutions) or “Program” (time-schedule).

E

Endringsforslag - Proposal of amendment

A proposal that suggests a change in the existing text. See also “Proposal of deletion” (*Strykningsforslag*) and “Proposal of addition” (*Tilleggsforslag*).

(Til) Etterretning - To note

Any resolution taken to note will be put into effect, unlike a resolution just being taken “for information” (see “For information” / *(Til) Orientering*).

F

Face2Face - Face2Face

An external company AI Norway cooperates with to recruit members on the street.

Forretningsorden - Rules of Procedure

The rules for how the AGM is governed. This document defines who has the right to vote, for how long someone can speak, how a debate or voting sequence is conducted, and so on. The Rules of Procedure are adopted at the beginning of each AGM, with the opportunity to make amendments through a simple majority. We strongly recommend that you read it. Also see “Point of order” (*Til dagsorden, forretningsorden og voteringsorden*).

Forslag til endringer - Proposals (for amendments)

A proposal may suggest to change the agenda, the Rules of Procedure, the order of voting or the content of any resolution. As a rule, a proposal shall be handed to the Chair of the AGM in writing. A proposal for amendments may also include deletions and additions in the original text. A proposal for amendment may suggest to delete, add or change something (see “Proposal of amendment” / *Endringsforslag*, “Proposal of deletion” / *Strykningsforslag* and “Proposal of addition” / *Tilleggsforslag*). The original proposal (or resolution) must be registered in accordance to the deadlines in the Rules of Procedure, while proposals to amend and delete text or to add new text to these proposals may be presented at the AGM, for example in a Working Group.

Forslagsrett - Right to make proposals

Each member has the right to make proposals. The proposal shall include arguments legitimising the proposal, background information, an objective and, if relevant, the economic consequences of the proposal.

Forslagsstiller - Proposer

The person that has put forth the proposal to the AGM. Usually, the Proposer presents the proposal at the beginning of the relevant Working Group.

Frister - Deadlines

In the context of the AGM, the different deadlines are defined by the Rules of Procedure and apply to such things as when to hand in resolution proposals or candidates for the Board.

Fullmakt - Proxy authorization

A proxy authorization allows someone to act on behalf of another person. Voting at the AGM cannot be done through proxy authorization.

G***(Til) Godkjenning - Approval***

In some cases, a resolution may only be approved or disapproved. This means that it is not adopted, only approved, but it is still a valid document. An example of this is the Board's report. (See also "For information" / *(Til) Orientering*).

Generalsekretær - Section Director

The head of AI Norway's secretariat, reporting directly to the Board.

H I***Innlegg - Statement***

If you want to make an entry in a debate, you need to register on the list of speakers. You do this simply by holding up your voting card. As a standard procedure, a statement lasts for maximum 5 minutes, though the Chair may decide otherwise. (see "Vote (how to vote)" / *Stemmetegn* on p.22)

Innstilling - Recommendation

A recommendation is what the Proposer calls on the AGM to vote in favour of. The Nomination Committee makes a recommendation on the candidates to become members of the Board, while the Editorial Committees make recommendations for proposals put forth in the Working Groups. A proposal may be recommended or rejected, and you are free to vote in favour of or against a proposal.

J K

Kampvotering - Competitive voting

When electing candidates, there may be other candidates than the ones recommended by the Nomination Committee. The AGM then needs to choose between two or more candidates, which is done by secret ballot, in writing.

Konsensus - Consensus

Agreement. It is usually a benefit to an organisation that its members agree on different topics. One may talk about a culture of consensus, which may imply that the most controversial topics and important political questions are decided by a supermajority two-third support (see "Supermajority" / *Kvalifisert flertall*).

Konstituering - Constitution

To constitute the AGM means to adopt important formalities that set the standards for the meeting, e.g. the election of Chairpersons and Minutes Takers for the AGM, and adopting the agenda and Rules of Procedure. These are always the first topics to be decided upon at the AGM.

Kontra - Contra (those against)

If necessary, the Chair of the AGM may ask for a "contra vote". Often it is only necessary to ask those in favour to show their voting sign, if there is an obvious and overwhelming majority in favour. However, if this is not clear, or if a specific number of votes needs to be counted, the Chair will also ask "those against" to vote, and lastly those that abstain to do the same. Sometimes "nays" (vs. "yeas") is applied.

Kvalifisert flertall - Supermajority

When a 2/3 majority is necessary to make a decision. This applies to amendments to the statutes and important political questions. Abstaining votes do not count, meaning more than 66,6% of those with the right to vote actively must vote in favour of the proposal to have it adopted.

L

Landsmøte - Annual General Meeting

The formal name for the main meeting of the weekend, the most important decisive body in the organisation, and the highest authority in AI Norway.

Legge til grunn - Set as basis

When voting on different alternatives, one alternative should be set as basis for the vote. This means that if you disagree to this one, you actively need to signal your support to an alternative, and that if no other alternative receives a sufficient majority, the basis alternative wins. Usually, a recommendation from a committee or a decision already adopted is set as basis.

Lokalgrupper - Local groups

Many of Amnesty's activists are organised in groups. There are about 70 groups across the country. We have both youth groups, student groups and ordinary groups. The groups play a key role in promoting and attracting attention to our work and what we fight for, gathering signatures, arranging events, writing to local newspapers, and so on.

Lokalkomit  - Local committee

This is a committee established for the AGM and consisting of volunteers and activists from the local region where the current AGM is held. They are responsible for many practical tasks connected to the AGM, including the gala dinner and the information desk.

M

M teleder - Chair (or facilitator) of a meeting

The person managing the meeting. See also "Ordstyrere" (Chairpersons).

N

Nestleder i styret - Vice Chair of the Board

The person who represents and chairs the Board if the Chair is not present.

O

Ordstyrebordet - Chairpersons' desk

Both the physical table where the Chairpersons and the Minute Takers sit and the college of people sitting there, meaning those that conduct and facilitate the AGM.

Ordstyrere - Chairpersons

There are two main Chairpersons for the AGM who are elected at the beginning of the first plenary, when the AGM is constituted. Also called “plenary chairpersons” (*plenumsordstyrere*). From the moment they are elected until the formal closure of the AGM, these two people are the heads of the AGM (and in fact of Amnesty International in Norway, as the board is formally released from its duty during the first plenary).

Their main role is to manage the list of speakers, manage the debate and make sure that the meeting is run in accordance with the agenda, the time schedule and the Rules of Procedure. They also have the last word concerning any other issue that might come up in connection with the AGM. In addition, each of the AGM's formal Working Groups also has its own Chair.

(Til) Orientering - For information

An item “for information” is only meant to provide information to the AGM and will not be put to a vote. This contrasts both with a normal decision and with a resolution taken “to note”. See also “To note” / *(Til) Etterretning* and “For approval” / *(Til) Godkjenning*.

P

Plenum - Plenary

A term used to denote any session where all AGM participants are gathered.

Protokoll - AGM records

The minutes taken of the AGM. The AGM records contain all decisions and proposals and summarise the discussions.

Protokolltilførsel - Note (of dissent) to the records

If a participant strongly disagrees or is particularly dissatisfied with a decision or the manner in which it was made, that person may ask for a note of dissent to be added to the records. A note of dissent must be presented to the Chair in writing.

Q R

Redaksjonelt - Editorial

A proposal is called editorial if it is only about a matter of grammar or style, not changing the substantial content. Editorial proposals typically are meant to make the language more precise or improve the flow in a text. It is not necessary to vote on editorial proposals.

Redaksjonskomité - Editorial Committee

A committee elected by the AGM, whose main duty it is to edit and reconcile the language of the proposals put forward by the Working Groups before they are presented to the plenary and put to a vote. The plenary can also task the Editorial Committee with editing the final language of its decisions (happens especially with AGM statements – see “AGM statement” / *Resolusjon*).

Referenter - Minutes Takers

The persons taking the minutes of the AGM and of Working Groups. The Minutes Takers of the AGM are elected together with the AGM Chairs during the first plenary.

Replikk - Comment

During a debate it is possible to ask the Chair to be allowed to comment immediately on what has just been said. You ask for the right to comment by raising your voting card with one hand and showing a “V” sign with two fingers with the other hand. It is up to the Chair to decide whether an immediate comment is allowed. A comment should be considerably shorter than a statement, usually not more than 1 minute. Usually, the Chair will allow up to three comments to one statement.

Resolusjon - AGM statement

AGM statements (sometimes called “Chair statements”) are voted on in the plenary, like all other resolutions. Most often, such statements will highlight Amnesty’s position and demands on a certain issue in the public debate or vis-a-vis political actors, and they will be released to news media after they have been passed by the AGM. It is also possible for the AGM to pass AGM statements on internal organisational matters. In Norwegian, also “uttalelse” or “landsmøteuttalelse” is used.

S

Saksliste - List of resolutions

A numbered list of all the resolutions that will be dealt with by the AGM. Be aware that resolutions will not necessarily be dealt with in numerical order in the Working Groups or the plenary.

Saksopplysning - Case information

If someone during a debate has said something of importance that is factually wrong or needs clarifying, you may correct this by asking the Chair to be allowed to give case information. You do this by using the same sign as when indicating a “point of order”, that is a “T”- sign with both your hands, holding your voting card. If allowed, a case information entry is prioritised in the list of speakers, meaning you may make your statement immediately. Also see “Point of order” (*Til dagsorden, forretningsorden og voteringsorden*).

Sakspapir - AGM documents

Every issue to be decided on by the AGM will usually be accompanied by a document. We strongly advise you to familiarise yourself with the content of the meeting documents before the start of the AGM.

Sekretariatet - Amnesty's Secretariat

The staff of Amnesty International in Norway, led by the Section Director.

Seksjon - Section

A national chapter of Amnesty International with its own membership, board and, in most cases, secretariat. Amnesty International in Norway is the Norwegian chapter of the global organisation Amnesty International.

Simpelt flertall - Simple majority

Most AGM decisions will only demand a simple majority, that means, a proposal that is supported by more than half of the votes (not counting those that abstain – see “Abstain” / *Avholdende*) is carried.

Skriftlig avstemming - Balloting

If you want a vote to be secret, you may demand a vote by ballot. A vote has to be carried out by ballot if at least one participant who has the right to vote demands it. An election where several people compete for the same position(s) will usually be decided by ballot.

Stemmerett - Right to vote

Anyone who has been a member of Amnesty International in Norway the last six months prior to the AGM has the right to vote and will have a white voting card.

Stemmerettsnemnd - Voting Rights Committee

At the beginning of the AGM (during the constitution), three members are elected to form the Voting Rights Committee. If there is any doubt about whether a certain participant has the right to vote or to forward a proposal, the Voting Rights Committee will investigate the case and present a recommendation to the AGM which will then make a final decision.

Stemmeskilt (Nummerskilt) - Voting card

Every participant will be supplied with a voting card at registration. If you have been a member of AI Norway for at least six months prior to the AGM, you will receive a white voting card, indicating your right to vote. If not, you receive a yellow voting card.

Stemmetegn - Vote (how to vote)

When voting, the participants are asked to show whether they are in favour or against a proposal. You do this by raising your hand high, holding your voting card, clearly visible to the Chair.

Strek - Closure of debate

The Chair of the AGM or of a Working Group has the authority to announce a closure of debate in order to keep the time schedule. Usually, the Chair will announce a closure of debate in a way so that all the people already on the list of speakers will be heard, but no more. Even after closure of debate has been announced, it is still possible to ask for the right to comment or to give a piece of case information. Also see "Point of order" (*Til dagsorden, forretningsorden og voteringsorden*).

Strykningsforslag - Proposal of deletion

A proposal to delete or remove something. This may be a word, a paragraph or a resolution in its entirety. See also "Proposal of amendment" (*Endringsforslag*) and "Proposal of addition" (*Tilleggsforslag*).

Styreleder - Chair of the Board

Leader of the Board of Amnesty International in Norway, directly elected by the AGM.

Styret - The Board

Elected by the AGM. The Board is responsible for the organisation's strategic leadership and budget control, and for supervising the secretariat.

Styrets beretning - The Board's report

A summary of all activities of the organisation since the last AGM.

T**Talerett - Right to speak**

Every participant at the AGM has the right to speak, regardless of whether they have the right to vote or not. See the chapter "Join the discussion" for how to do this.



Talerliste - List of speakers

The list of all entries to the debate. The Chair of a meeting manages the list as the participants signal that they want to say something. If the list gets longer than the time available allows, the Chair may announce a closure of debate (see “Closure of debate” / *Strek*). Any direct comment or case information (“point of order”) is prioritised and will usually be heard immediately after the statement they refer to, irrespective of the list of speakers.

Taletid - Speaking time

The Rules of Procedure limit the duration of an ordinary statement to 5 minutes and a comment to 1 minute. Usually, the Chair signals when there is half a minute remaining. The Chair has the authority to limit the speaking time.

Tellekorps - Counting committee

A committee chosen during the constitution of the AGM that assists the Chair with counting the votes.

Til dagsorden, forretningsorden og voteringsorden - Point of order

If you wish to comment on or propose changes to the agenda, the Rules of Procedure or the voting procedure, you need to ask for a “point of order” entry. You do this by making a T-sign (or “time-out” sign) with both your hands, holding your voting card.

Tilleggsforslag - Proposal of addition

A proposal to add something to a resolution or proposal. Such amendments will typically be suggested before or during the discussion in the relevant Working Group. All proposals have to be presented to the Chair in writing. See also “Proposal of deletion” (*Strykningsforslag*) and “Proposal of amendment” (*Endringsforslag*).

U**Uttalelse - AGM statement**

See «*Resolusjon*» (AGM statement).

Ungdomsmedlem - Youth member

Any member in AI Norway between 13 and 24 years old.

V**Valgkomité - Nomination Committee**

The Committee that recommends the candidates for the open positions on the Board. The Committee is elected by the AGM and works from the end of one AGM to the next.

Vedtak - Decision

A decision made by the AGM, usually adopting a resolution that will be put in effect. Resolutions are proposed before the deadline and discussed in the Working Groups. Final decisions are only made in the plenary.

Vedtaksforslag - Proposal (or recommendation)

A proposal for decision by the AGM. A resolution or a proposal can be put forth by any member with the right to vote, by the Board or the Nomination Committee.

Vedtekter - Statutes

The statutes are the fundamental rules that AI Norway is governed by. Proposed changes to the statutes must be sent to the Board within three months ahead of the AGM and need a supermajority (2/3) in order to be adopted (see “Supermajority” / *Kvalifisert flertall*).

Votere / Stemme - Vote

To express one’s support or rejection of a proposal. Every participant at the AGM with the right to vote has one vote.

Votering - Voting

The process in which the participants express their support or rejection of propositions. The rules of voting are defined in the Rules of procedure.

Voteringsorden - Voting order

The sequence of voting on different proposals on the same issue. This is decided and presented by the Chairs before the voting process starts. Be sure to pay attention to the voting order so that you know what you are voting for or against.

W X Y**Ytterliggående - Extreme**

In complex voting procedures, with several alternative proposals, the most extreme or drastic proposal is usually voted over first.

Z Æ Ø Å

ABBREVIATIONS

AGM	Annual General Meeting
AI	Amnesty International
AIN	Amnesty International in Norway
F2F	Face to face
GA	Global Assembly
GS	Section Director (<i>generalsekretær</i>)
HR (MR)	Human Rights (<i>menneskerettigheter</i>)
IHREC	International Human Rights Education Centre
IS	International Secretariat
LGBT (LHBT)	Lesbian, gay, bisexual, trans
LM	<i>Landsmøte</i> (=AGM)
MENA (MØNA)	Middle-East and North-Africa (<i>Midt-Østen og Nord-Afrika</i>)





