

A r o l s e n
A r c h i v e s

International Center
on Nazi Persecution

**Workplace world heritage:
Standing up for respect,
diversity and democracy**

The big issues that move us

The Arolsen Archives hold the single largest collection of documents on the victims of Nazi persecution. The archive is listed on the UNESCO Memory of the World register. It is a huge responsibility to safeguard historical truth and keep memory alive, but this also gives society today an opportunity to learn how the idea of a strong, peaceful Europe came about and where exclusion and persecution can lead. Based on this, **we have set ambitious goals: We want to motivate people today to stand up for respect, diversity and democracy – because the reasons for persecution are not a thing of a past.**

Digitization and open data: Digitizing our archive and providing open access to our data are essential to us. We want people everywhere to be able to access the information in our historical documents, now and in the future.

Anti-democratic tendencies and radicalization: Racism, anti-semitism and other forms of discrimination and exclusion are threats to social cohesion. We want to stand up for respect, diversity and democracy.

Focus on Europe: As an international organization with German roots, we want to be increasingly active all over Europe with our knowledge and campaigns.

The vision that drives us

»Everyone matters.«

Our Mission

»Based on our unique collection on the victims of Nazi persecution, we honor their legacy by engaging with today's society to preserve historical truth and stand up for respect, diversity and democracy.«

Our values: The standards to which we aspire

Openness and connection

- » We are a team which collaborates in an interdisciplinary way to bring about change.
- » We work in a network that is mutually beneficial.
- » We believe in the power of open data and encourage crowd-sourcing initiatives.

Commitment and service

- » We stand up for respect, diversity and democracy, because these values are in danger.
- » We anticipate changes in society and the needs of our target groups, and we respond to them – in Germany, Europe and around the world.
- » We are here to serve society.

Inspiration

- » We provide stimulating content and ideas, and we encourage people to think for themselves.
- » We are proactive, inspiring and courageous, both internally and towards our partners and society.
- » We especially support the younger generations who will carry society into the future.

Eight principles for the future

We have defined eight principles to guide us in the future. We may not achieve everything immediately, but the principles are always there to provide orientation.

1 Freedom instead of control

The Arolsen Archives were founded to preserve and manage documents. This is how we achieved success in the past, but it no longer fits with our goal of finding new ways to share information while promoting respect, diversity and democracy. We are therefore creating a culture in which all of us have greater freedom and are rewarded for self-initiative.

2 Working for today instead of “just” remembering

We are here to make things happen. We view this as part of the important mission that has been entrusted to us. We cannot change the past, but we can shape the future. We have a responsibility to do so. This means that results are more important to us than processes, rules or conventions.

3 Innovation instead of error avoidance

We believe in the power of innovation, so we do not want to focus on the fear of making a mistake. Mistakes are part of the process. They are not a big issue as long as we can openly admit to them, learn from them and move forward. We strive to create a culture of fast learning.

4 Individual responsibility instead of rote work

We want everyone to make their own decisions instead of just churning out assignments. We accept responsibility and fight for our ideas instead of passively criticizing others. Our strategy gives us a framework in which to achieve this. We are excited by interesting new concepts, so we expect everyone to stay well informed. We support further education and training to ensure that we grow along with our job.

How we want to work together

5 Teams instead of lone wolves

We want the Arolsen Archives and the knowledge they contain to have more of an impact, and we pull together to make this happen. The team is the decisive factor here, not individual departments or personal egos. We can only achieve our best through collaboration and interdisciplinarity. This is why we work as a team and support one another. The Arolsen Archives as a whole always come first, not the individual.

6 Interdisciplinarity instead of silo thinking

Historical accuracy is important to us, but so is connecting with our target groups. What good is knowledge if we can't reach people? We therefore place great value in interdisciplinary collaboration – communication skills, IT know-how, education and an understanding of our target groups are just as important as historical facts and data science. Because together we want to make a change.

7 Equality instead of hierarchies

We do not think in terms of hierarchies, we think as a team. We approach others as equals, support one another and always try to put ourselves in the other person's shoes.

8 Diversity for the future

We are an international organization that was founded over 75 years ago by the Allies after the liberation of Nazi Germany. On account of our history, our main working language is German, but we welcome new employees from a variety of backgrounds. We know that embracing diversity is crucial to staying relevant to younger generations and society in the future.

Making decisions

You make decisions in full knowledge of the situation using the data available to you. Your decisions are always in the interest of the Arolsen Archives as an organization and not your own department or you personally.

Communication

You strive to be precise and reliable. You adapt to your conversational partners, especially when they are not speaking in their mother tongue. You listen and are respectful even when you disagree. You give your colleagues constructive feedback. Criticism without a counterproposal is not useful.

Curiosity

You are inquisitive and like to interact with people who have expertise in different areas. You seek out other opinions and perspectives in order to challenge your own ideas. You strive to understand our various target groups and determine how we can reach them.

Courage

You are not afraid to address uncomfortable issues for the benefit of the Arolsen Archives. You make decisions without hesitation. You are prepared to take risks when you see that this is in the interest of the Arolsen Archives, even if your decision proves to be controversial. And you question actions that are not compatible with our vision, mission and values.

Passion

You feel strongly about our mission and put your heart and soul into it. You are an optimist who does not give up easily.

Selflessness

You push for what is best for the Arolsen Archives, not for what might be best for you personally. And you help your colleagues – because we can only be strong when we pull together.

Integrity

You say what you think and share information when it is relevant. And you admit to your mistakes. They happen to all of us, and we have to deal with them constructively.

Impact

You focus on results that are measurable and serve our overall strategy.

Team

You do not think in terms of hierarchies but rather as a team. You will probably be on a first-name basis with your colleagues, and you will support them and always try to put yourself in their position.