# ELF-STRENGTH, OFTHEREARTH

### DEVELOPING AN EARTH CONNECTED PROCESS FOR VIRTUAL SETTINGS

IN PARTNERSHIP WITH







#### November 2021

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Tabitha Jayne

Is the director and lead coach of Earthself, which coaches and trains leaders and organisations on how to transform the way they work and put the Earth at the heart of their operations. Earthself also trains coaches in an evidence-based transformational change with nature and Earth approach grounded in Tabitha's academic research in Earth Connection. Tabitha has a MSc in Consciousness, Spirituality and Transpersonal Psychology from The Alef Trust.

This project is named after Tabitha's Granny, who is the inspiration for both this project and the work Tabitha does today. Granny's name is 'Elfrieda Herta'. This translates to 'Elf-strength of the Earth'. She is also the lead protaginist in the video used within this project.

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### INTRODUCTION

This project explored how to create a deeper sense of connection to Earth through a combination of digital technology and facilitated experience and understand whether participation in a virtual 'Earth Connected Process' could create a change in an individual's subjective sense of their relationship with the Earth.

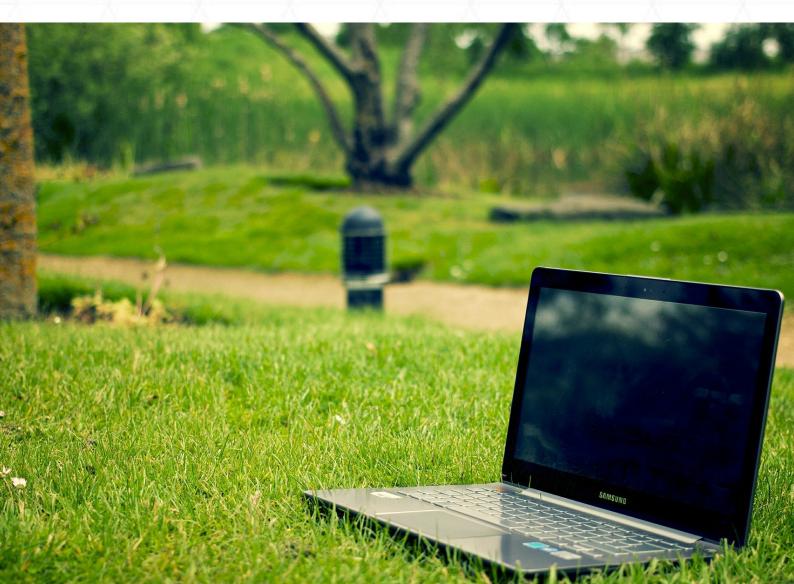
Since the emergence of Covid-19, many people have been on lockdown without access to the natural world and its benefits. However, this is not unique to Covid-19. In countries such as South America and UAE, the project lead discovered that many clients have difficulty immersing themselves in the natural world. It is not safe to be in greenspaces or there may be none where they live. In today's world, it is a priviledge to live with safe access to nature, instead of a human right.

In a changing climate, safe access to nature is at risk through extreme weather events. This has the potential to disrupt people's connection to nature and Earth. This is of importance because the existing evidence base on nature and Earth connectedness shows that it is through the process of connection that individuals want to take better care of nature and Earth (Lumber et al, 2017; Jayne, 2020). Most importantly though, a connection to nature and Earth is essential for optimal human health and wellbeing (e.g. Sandifer et al, 2015).

Buckley and Brough (2017) highlight that digital nature experiences are the most low-cost and easily accessible way to experience nature. This doesn't take into consideration digitial poverty, i.e. people's inability to fully engage with the digital world. However, further research shows that while nature experiences on TV can improve mood, it is engaging with nature via virtual reality that improves an individuals nature connectedness (Yeo et al., 2020). Richardson (2020) identified that what creates and deepens an individual's sense of nature connectedness is experiencing nature through the senses and then creating meaning from the experience.

This project was funded and conducted as part of the Conscious Community Project (CCP), an initiative by Alef Trust. The CCP runs for two years and is supported by Salvia Fondation. In the CCP, Alef Trust wants to support members of its community - Alef Trust students, graduates and staff - to devise and lead transformational projects around the world.

The projects it funds focus on one or two of the following areas of priority: Education; health and wellbeing; nature, sustainability and climate crisis; community building and conflict resolution.



### **PROJECT DEVELOPMENT**

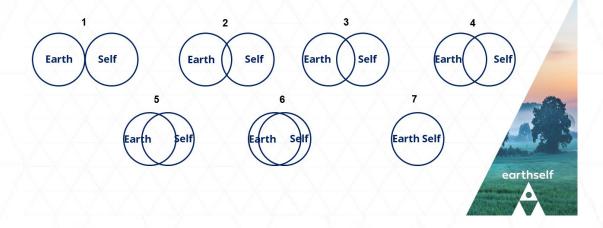
With this evidence base and the project lead's (Tabitha Jayne) research on Earth connection, the core project team (Kelley, an immersive video producer & facilitator) and Caleb, (Tabitha's 13-year old nephew) met over two sessions to create an initial process. Caleb's role was to bring in the voice of the youth and of those experiencing mental health issues and learning difficulties to help design a more inclusive process.

We then took a number of coaches/facilitators who had agreed to participate in delivering the pilot sessions through this process and received feedback in a following session. From this, the core team met again to revise the process and then ran another session where we took the coaches/facilitators through the revised process. A follow up session to prepare the coaches/facilitators to run their own session was also arranged.

The final process developed involved participants taking part in a number of activities throughout a 1 hour online session via Zoom:

 Participants chose a picture on the Inclusion in Earth Scale that best represented their relationship with Earth (see image below). This scale was adapted from the Inclusion in Nature Scale developed by Schultz, (2001). The word 'nature' was replaced by 'Earth' because research shows that even when people have a connection to nature, they can view humans as separate from nature but as part of the Earth (Jayne, 2020).

#### Please choose the picture below which best describes your relationship with Earth. How interconnected are you with Earth?



- 2. Watching Granny's video
- 3. Drawing/journalling/reflecting on their response
- 4. Sharing response in a group of 2-3 people
- 5. Sharing in main group
- 6. Listening to a nature soundscape and consider intention to deepen relationship with Earth
- 7. Sharing in the main group
- 8. Re-selecting a response on the Inclusion in Earth Scale

The participant information sheet and consent form were integrated into the Sutra.co, an online learning platform to help automate the enrollment procedure and create a conversation before and after the pilot sessions. A separate space was set up for each pilot session to manage numbers and also offer participants an opportunity to share more about their experience following the live session. Invitations to the project were sent out through the networks and social media of the core team and coaches/facilitators over a three week period before the start of the pilot sessions, which ran over a two week period.



### **PARTICIPANTS**

Initially we wanted to recruit 230 people for this project. However, we reduced this number to 130 after discovering that when registering for pilot sessions, the majority of people went for a smaller group size (15 max) instead of a larger group size (45 max). This clearly indicated a preference to participate in a smaller group.

In total, 172 people participated in this research project. We recruited 144 people to take part in this phase of the research project. 105 people attended one of 11 pilot sessions. While we were initially assessing for age and location in the project, technical difficulties disrupted this data collection.

From the data gathered, participants mentioning location during sessions and researcher knowledge of participant location, 16 countries were represented in the study; Phillipines, Indonesia, Australia, France, Germany, Greece, United Kingdom, Canada, United States of America, Japan, Italy, Ireland, Russia, Carribean Islands, South Africa and Sweden. Attendees were largely of a professional background; e.g. coaches, consultants, psychologists, facilitators and business leaders.

Additionally, through conversations with one of the project stakeholder's we ran a separate session using the video to catalyse an exploration of how to bring nature and Earth into virtual sessions. Following a 1 hour process using the same video, participants were invited into a sensory exploration via email and shared experiences directly into the online platform over the course of 4 weeks. Twenty-eight people took part in this phase of the project, directly from Sutra's Co-Creator Collective; a community of heart-based creators who are bringing relational experiences into online spaces.

### **EVALUATION**

There were 4 key areas of evaluation within this project.

### Thematic Analysis of Sutra's Co-Creative Exploration on bringing nature and Earth into virtual spaces

After one week of initial posting, the responses were analysed into themes. Three key themes emerged; Principles, Practice and Planning. To develop these areas further, the remaining three week explorations were devoted to one theme each week. From these explorations, the content was synthesised and expanded by the project lead into content for a facilator's guide.



#### The 3 P's of Bringing Nature and Earth Online

### Paired t-test analysis of data gathered from Inclusion in Earth Scale

Before and after self-assessed scores from the pilot sessions were analysed.

Number of participants: 105

	Before	After
Mean	4.57	5.45
Standard Deviation	1.45	1.23

P Value is less than 0.0001, which is considered to be extremely statistically significant; i.e. extremely unlikely to be due to chance.

To avoid participant response bias, we used the poll feature on the zoom platform, which enabled participants provide anonymous answers. We didn't share the results of the before and after poll with them on the call. There was one occasion when due to technical difficulities, participants gave their responses in the chat feature.

However, a desire to please the researcher cannot be excluded from these results. One participant in the last session stated afterwards:

"The experience didn't change my connection with nature (I honestly chose 7 the second time to please you)."

#### Thematic analysis of participants' experience

Although the pilot sessions were recorded, the small group sharings following the video and drawing were not. Analysis of participant experience consisted of the large group sharings and anything posted in chat or in the online Sutra space. Following the live session, participants were invited to reflect on three key areas identified through the extended development phase of the process with the coaches/facilitators taking part in the pilot sessions:

- What they thought about the process after having experienced it
- How their experience of a relationship with the Earth has changed or not
- The way in which they're supporting their intention to deepen

Thirteen themes emerged from the thematic analysis, which I have posed as questions:

- 1. How can we express our connection to Earth through poetry and art?
- 2. What are the different ways in which we can continue to spend our time in nature?
- 3. How do we remember the simplicity of life in complex times?
- 4. How can we continue to share our own experiences of connection to Earth with others?
- 5. Why does feeling part of the Earth create a calling to help others experience the same?
- 6. What is the role of our Elders in helping us re-connect back to Earth?
- 7. How can we create the changes we're inspired to create through connection to Earth in our lives?
- 8. How can we not judge others where they are in their own journey of reconnection to Earth?
- 9. How can we continue to inspire others to connect to Earth?
- 10. How do the stories we tell ourselves about the Earth stop us from connecting?
- 11. How can we start to see the Earth as a living, breathing being?
- 12. What do our past memories of time in nature have to teach us about connecting to Earth?
- 13. What is the difference between nature and Earth or are they one and the same?

#### Thematic analysis of facilitators' experience

Facilitator's were invited to reflect on their experience during the pilot sessions when the participants were in the breakout rooms and also immediately after the completion of the pilot session. Facilitator's were also invited into a group reflection process two weeks after the completion of the pilot sessions. A thematic analysis of the individual and group reflections was conducted and the following 3 themes emerged:

- Witnessing participant feedback
- Exploring the role of facilitator
- Experience of facilitating the process



### RESULTS

The statistical analysis shows that taking part in an Earth Connected Process created a shift the participants relationship with Earth. However, the mean of the before (4.57) and after (5.45) highlight that participants in this project were already experiencing a level of interconnectedness with the Earth. Further research would be needed to explore the impact on those who experience greater disconnect from Earth as well as following up on the long-term positive impact of the intentions created through participating in this process.

One of the key positive changes this project created was a sense of community and connection with others:

"The call also made me feel more positive, to experience that there is a growing movement of people who do really care about the planet."

"The session also definitely confirmed that there are many more individuals who seek this connection and how it benefits us all on a global scale."

Twelve people reported the process didn't change their relationship with Earth. The common theme between all these participants was the way they currently thought about their existing relationship:

"My experience with nature is through gardening, walking or holidays and a key part of the experience for me is to hear natural sounds, experience the peace and get away from voices and music. After the session my sense of engagement hadn't really changed as I prefer to be more immersed in experiencing the senses of nature."

"I can't say the process changed anything in my relationship with nature, except to affirm what my summer spent close to nature already did for me. In fact, I think it was for that reason I was drawn to accept your invitation to participate. As someone else pointed out, a true communion with nature can't be simulated with a computer – at least not for now."

"My experience of the process showed me that being in touch with nature/the Earth is best done outside, not in front of a computer. What

I heard, and who I met, suggested to me that we were a self-selecting panel who were in touch with, and concerned about, nature and the Earth, and from a research perspective this seemed problematic.

This session has not changed my view, or the path I'm following. Twenty years ago, my wife and I bought a 16 acre field instead of a new car. It is now managed to promote wildlife, capture carbon and be there for the next generation. I give to environmentally aware charities and I (and my wife in particular) try to be aware of what we buy and the resources that we consume. I believe/hope that we are now a carbon netural household. I mentioned that we don't buy products containing palm oil, yet I never see shoppers reading the labels on what they buy, so I think that many of us are complicity in the environmental damage being wrought on the planet, without even knowing it.

I am now even more sceptical that on-line engagement can improve people relationships with the Earth. The dange is that such approaches make people feel as if they are in touch with nature without being in touch with nature. And where nothing but their mental state has really changed. If so, perhaps it could provide therapy for the stressed, which is good, but it would not help the planet."

The last two comments came from the same group where both participants dominated the big group conversation with a conversation that was largely about the actions they were taking. Other group members who didn't have a chance to speak shared afterwards:

"I felt that we didn't get the chance to get 'deep enough' into the really important and more profound issues relating to Earth. I didn't feel that anything shifted with respect to my experience of my relationship with the Earth during or since the session. I believe this was due to the fact that we didn't get the chance to get into the heart of our respective relationships with the Earth."

"My experience on our call (specifically my pair-share in the breakout room) was deeply healing and transformative. What I see now is that this invitation to voluntarily reflect and share with one another about our experience, and particularly in an ongoing way, is the key social dynamic (an undervalued playing field; the missing link in current global power dynamics) where enduring systemic change can be co-envisioned and effectively co-evolved. That this social dynamic is the key – my key – to participate in systemic change that honours all life on Earth with care and consideration for the welfare and well-being of generations to come is a new and expanding insight for me."

What this highlighted for me is that if we spend too much time talking about the way we treat nature, i.e. our moral view, then it weakens the strength of the other 4 pathways to nature connectedness (Lumber et al., 2017). When facilitating nature and Earth connection online focus needs to be on the memories people have of time spent in nature, the beauty they experienced, the meaning it has for them and the emotions this creates – both 'positive' and 'negative'.

From my own lived experience of grief, earlier work as both a director of a nonprofit organisation focused on helping young adults affected by grief and a grief coach, there are patterns of behaviours that focus on action as a way to avoid the feelings of grief. Stroebe & Schut (1999) highlight that to process grief we have to dance between internal emotions and external adjustment to the world. When this dance does not happen effectively, disruption to the grieving process occuers. Yet it is through this dance of acknowledging our grief and taking action that we find the pathway back to life and love.

The work I do today was catalysed by the sudden death of my younger brother when I was 22. Earth was the healer of the grief over my brother's death, the healer of the grief I once felt over the destruction of the Earth's ecosystem and the grief I felt after both my Granddad and Granny died. Through processing that grief in the dance between internal and external, I have been able to act from a place of love, which I believe is demonstrated through the positive impact of this project.

The majority of participants identified ways they could deepen their relationship with Earth. Some examples of positive changes identified are:

"I realised that I want to give back to Earth, not just take from it."

"It inspires me to do more gardening, especially grow more of my own food."

"I am now asking the question, what is possible connection with Earth without travelling?"

"My partner and I are planning a move...to a much more rural part. This session fueled me with even more passion and a hunger for this move. It's also helping me realise that I am not going to miss the fast pace of life."

"I'm still reflecting, reading, listening and raising my awareness, knowledge and experiences around nature, biodiversity and sustainability. All of this is supporting and deepening my relationshop with humanity and the Earth."

"My intention of connecting to the Earth is deepening slowly, slowly, slowly. It's a cultivation of 'just being'."

"I am now more open to seeing/sensing how others may connect to the Earth in different, simple and unexpected ways."

"To make it a priority, right? It's not just a luxury to be able to spend time in nature or bring it into your home, but to really make it a priority."

"I was lucky enough to have my cat sat on my lap purring as I was listening to the rain and I got this real sense of 'to be more cat'. The cat never guilty about going and having a snooze or going for a wander or being part of the Earth."

"Just back from a few days in the Lake District. Walking in nature was so good. The trip coming so close to our session made me so much more aware of the sounds of the streams, the water rushing down the rocks and the birds and the many, many dogs. The colours were so beautiful, especially the ferns so bright and wonderfully formed. I engaged my walking buddies in appreciating their environment rather than just walking along chatting about other daily things. I know that even listening to or watching videos about our earth definitely helped me engage more with our earth."

"My relationship with Earth is changing in as much as I am becoming more aware that there is so much more connection for me that is possible over and above my basic love of nature." A number of the coaches and facilitators that took part in the pilot sessions were inspired to do more sessions based around this process and incorpate it into their own work:

"My mind is sparking with ideas of how I can continue to use this process and develop it further."

"I plan on showing the video at a retreat I'm holding at the end of October and then taking people immediately out into nature to see what their experience is."

"I feel like, wow, this type of thing would have been great to do a second one."

"I've been so scared [of facilitating] and I get it now. It feels so good to connect to people and to serve in a way that can help them see something that maybe they do or see it in a new way."

"I honestly think that doing this a couple more times would really show a flow with me."

"If you need me to run more sessions, I'd love to do it. I believe in this."

Additionally, by running an additional process within the Sutra Co-Creator Collective, a process was identified to continue to run 4-week themed experiences to further develop the collective. Currently, this process is being used to develop the vision and values of the Collective and increase member engagement.

Finally, learnings from the pilot sessions will be incorporated into the facilitator's guide on how to work with nature and Earth in virtual sessions. This guide was set up in Sutra to be added to the Sutra, Earthaconter, Alef Trust and Salvia communities as a resource so that others could learn from our collective wisdom.

### **PROJECT REFLECTION**

This section outlines the key reflections I had as the project lead so that we all can learn from the experience of running this project.

#### Successes

The successes of this project were in creating an Earth connected process that generated positive change; the richness of the data gathered from the sessions; and the development of facilitors in this project, especially that of my nephew, Caleb. He went from being too shy to speak in the first session (June 2021) and introducing himself by writing his name on a whiteboard to participating in the sessions before finally co-leading the facilitators' reflection session at the end (September 2021).

"I just wanted to really acknowledge and congratulate you Caleb on the increased confidence you have. I think back to the very first session, you didn't want to talk whereas now you're talking and prompting. Congratulations."

"There's a very big difference in your confidence level. Your energy is very strong. Compared to the first couple of sessions, so that's wonderful to see. And I'm in awe of your multitasking skills. I particularly remember the session when you showed us your new cap, and then the matching shoes as the icing on the cake. It's been great to have you part of this process."

"Caleb, it's been wonderful to witness your growth and your presence. I know in the beginning it was hard just to turn on the camera. It's something I could relate to. Today I've noticed you've been present the entire session. That's huge. Kudos to you and your confidence, joy and being with us. It's been a joy to have you as part of this. Thank you."

"I just want to echo what everyone has said. It's been such a joy to go through this process with you. I'm excited to continue to see how you grow in your facilitation skills." Caleb also contributed a number of design aspects to the process that were positively commented on such as the choice of nature sounds for the reflective section and not having people introduce themselves at the start of the session. His lack of awareness of expected social norms in adult online sessions gave the other facilitators an opportunity to reflect more deeply on the role of a faciliator and how to engage more effectively with young people.

"There's been more growth in your presence. What I really like about you is that you're not afraid to be yourself. Whether that means saying something or saying nothing. I like that person. I'm glad there's more of it in the room. I applaud you for being yourself. It's a great example for all of us. We talked about what a facilitator should be. Without putting too much of your personality in the room, you did a really good job of being yourself and letting us be ourselves. I appreciate that."

"Caleb, I really appreciated your presence. I work with young people and it was invaluable to get to hear and watch how you were in the whole process but also to get to hear about some of the things that you prefer. It will help me to move into those spaces when I'm with other young people to know what they're feeling. It was invaluable for me to have you here. Thank you so much."

Another success of this project was the multi-generational aspect of this project. Granny brought 100 years of lived experience into the process and acted as a reminder that, even in the Western World, our collective relationship with the Earth still exists in those who have lived and worked with the land. Granny's experience triggered other peoples' memories of their own grandparents and the experiences they used to have growing up. She acted as a voice, not just for the voice of the Elder in the Western world, but also a reminder that we haven't fully lost our connection to Earth. It is alive and changing within each and every one of us and we can reclaim it.

I might not have worked the land like my Granny did, but that love and connection she inspired within me to the Earth adapted to fit into today's world. The irony that I can only be considered an 'expert' in the human/earth relationship because I have the degree, published academic journal, coach training program, published books, etc and not because I experience it on a daily basis is not lost on me. Caleb struggles at school. Yet he is an incredibly intelligent child. He is also connected to the natural world because the love and connection Granny inspired within me is something that I (and we as a family) have consciously worked to instil within him. The 'expert' knowledge I possess has enabled Caleb to actively contribute and participate in a project that has equipped him to adapt in today's world. This is what a multi-generational approach can offer; a chance to remember the past and prepare for the future.

#### Challenges

A major challenge in the delivery of this project was the use of the technology platform, Sutra. Despite being confident, both in use of technology and of the Sutra platform I still ran into complications. The initial set up of asking people to register on sutra and then take them to google forms to complete the consent form resulted in a loss of 25% of registrants in the first 50 sign-ups. Another technical glitch in people registering for the pilot sessions resulted in a total of 50% reduction in registration. I transferred the consent form into Sutra, which made the registration process easier. Despite Sutra's support, it took a number of conversations over 2 weeks to resolve the error in people registering for the pilot sessions (which was my own misunderstanding of a function within Sutra).

I stopped sending out participant invitations and had to personally email each registrant individually to confirm their registration for the session, which doubled the amount of time I intended to spend on this part of the process. To save time I had set up an automated feature on Sutra to send out reminder emails. When this process didn't work, I decided to send them out manually rather than engaging in a conversation to identify why the feature wasn't functioning as intended. It was simpler to work with what I knew instead of spending more trying to solve the issue, especially as I was also running the zoom rooms alongside the facilitators for the pilot sessions.

Part of this project was to see if participating in the co-creation of an Earth connected process would impact the facilitator's wellbeing. Despite using the Warwick-Edinburgh mental wellbeing scale at the start of the project, I didn't use it again at the end because the facilitators had changed, some facilitator's had missed some sessions and the pilots sessions were delayed a month from the initial running date. It would have been impossible to infer any changes in wellbeing were a result of participating in developing the process.

#### Doing it Again

If I had to run this project again, I would ensure that I fully understood the experience level of all facilitator's in the project. I gave special attention to Caleb in terms of help to develop his faciliation skillset and was taken aback to learn from one of the facilitator's that this experience was their first real faciliation experience. Had I know this, I would have supported this individual differently.

I would also test the technology fully with more people before launching the project to ensure it was functioning as intended. Additionally, I would outsource the data admin to someone else so that I wasn't drained by dealing with problems/challenges in this area while maintaining enthusiasm for enrolling participants in the project.

#### Self-care

To sustain myself throughout this project, especially during the 5 weeks of participant recruitment and running pilot sessions, I created more space in my diary so that I could simply process what I was noticing. The amount of data within the pilot sessions was at times overwhelming – especially as I filtered it through the knowledge I have on the evidence base of nature and Earth connection. Between the two weeks of the pilot sessions, I deliberately took time out from the project by signing up to a decelerator lab (a structured weekend experience in a rural setting aimed at amplifying creativity and innovation through engaging with the natural world). While having a mentor was useful to talk to about the project, I found myself arranging a number of peer coaching sessions when the project was at its most intense to explore the personal impact the project was having on me and the implications of this upon the work I wish to do moving forward. I also trusted the body's internal response and stopped working on the project whenever I found myself experiencing negative feedback in term of thoughts/feelings/body sensations.

#### **Future Possibilities**

The intention of this project was to create a facilitator's guide that could be gifted to the Sutra, Alef Trust, Salvia and Earthaconter communities as a resource to help others bring nature and Earth into virtual spaces. However, the impact of this project has been so profound on Earthaconter that it has influenced its evolution. Earthaconter is identifying how to continue to run these sessions online as well as create further sessions to explore the themes that emerged for the participants in this process.

Earthaconter is an emergent non-profit organisation created in collaboration with Earthself by previous students of Earthself's Transformational Change with Nature and Earth Coach Training Program. It is a community designed to continue to support coaches who coach with nature and Earth as well as support individuals and communities to create a deep connection with Earth, self and each other.

Further funding would support Earthaconter to continue facilitating regular 'Of the Earth' sessions online without charge. It would also help Earthaconter to develop more applied research projects within different contexts – both online and/or off. Particular areas of interest are how an Earth connected process delivered as a longer program can support social inclusion and access for migrant families, refugees and asylum seekers; improve mental health and wellbeing in socially excluded groups; support activists who are working for social and environmental change and; help local communities come together and amplify their capacity to work towards the realisation of the UN Sustainable Development Goals (SDGs).

This project also evolved to help develop a two-week hybrid conference for small and medium sized enterprises (SMEs) in Scotland for COP26 on behalf of Scotland Net Zero Community who are catalysing a movement of movements to unite SMEs in Climate Action towards Net Zero. The Alef Trust continue to support this.

### IMPACT

The Earth is the main stakeholder in all of Earthself's activities. Thanks to the coaches and facilitators' who led the pilot sessions and paid their participation fee forward, Earthself was able to partner with Worldview Impact Foundation and plant 225 native species trees. These trees will be maintained for five years, which ensures a 95% survival rate. Over the next 30 years, these trees will drawdown 225 tons of carbon dioxide.

These trees will be planted by Worldview Impact Foundation's local team in the Eric Bremley Agroforestry Project in Meghalaya, North-east India. Meghalaya is also known as the 'Scotland of the East' due to its resemblance to Scotland. Earthself chose this strategic partnership to help transform the legacy of colonialisation between these two countries.

Through this, the delivery of the project 'Elf-strength of the Earth' actively contributed towards six UN Sustainable Development Goals:



Through the design and delivery of the project, we are also contributing to an additional four UN Sustainable Development Goals:



This project also helps contribute towards a wellbeing economy, which is a redesign of our current economic system into one that prioritizes the health and wellbeing of both people and Earth before profit.

The evidence base shows that when people are able to receive the healing benefits of connecting with nature and Earth, they experience better relationships with other humans and take better care of the Earth itself. This connection also helps change people's perspectives and enhance systemic thinking, creativity and innovation. These are essential components of redesigning the way all our human systems function.

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