



C20 / G20 Policy Proposal

Presented by The Fyera Foundation in Collaboration with HeartMath, The Global Coherence Initiative, and HeartAmbassadors

BACKGROUND

The Fyera Foundation (with ECOSOC Consultative Status at the United Nations) is honored to consult to the C20/G20 and privileged to be at the forefront of proposing game-changing solutions that will bring about a healthier and more prosperous world for all. In collaboration with The HeartMath Institute, HeartAmbassadors, and The Global Coherence Initiative, we propose a bold new initiative that will transform public and government-funded education programs, licensed positions, workplace policy, scientific research, and crisis communications to populations. *We urge the G20 summit to commit to prioritize the inclusion of coherence heart rate variability (HRV) self-regulation training and interconnectivity education in these domains.*

The benefits of HRV self-regulation techniques are well-documented, including their efficacy for treatment of pain, hypertension, metabolic syndrome, autonomic dysfunction, traumatic brain injury (TBI), cardiovascular disease, asthma, neurodegenerative disease, as well as mental and emotional health concerns including PTSD, anxiety and depression. Our proposal will reduce risk factors for all-cause mortality and morbidity across diverse populations including equality gaps, and be especially relevant in the domains of non-communicable disease and mental health, while tackling accessibility issues and inequalities. It will reduce most risk factors for the number one cause of mortality, cardiovascular disease, and improve immunity, reduce stress, reduce violence and civil unrest, and enhance learning and overall health, performance, and resilience to crisis. By including coherence and Heart Rate Variability (HRV) self-regulation training and interconnectivity education as outlined in the 8 policy proposals below, we can create a culture of physiological and emotional self-regulation that will lead to more equitable, healthier, happier, and more productive individuals and communities.

Humanity can embrace the G20 mandate of "One Earth, One Family, and One Future" by cultivating love, compassion, care, appreciation, empathy, and understanding of and regard for our fundamental interconnectedness with one another and all life. Physiological Coherence and Heart Rate Variability (HRV) self-regulation practices provide us with scientifically validated methodologies by which anyone can learn to cultivate those renewing emotions and receive

their numerous health, performance and social benefits. The presence of those renewing emotions in a human system has been proven to change and optimize brain function, enhance impulse control, reduce impetus to violence, increase self and situational awareness, enhance problem solving and solution seeking, enhance awareness of the interconnectivity of self and all life and subsequently amplify and increase prosocial and environmentally sustainable behaviors. The following policy proposals provide pipelines through which the benefits of this transformation can be scalably implemented and actualized through grounded and practical pathways.

There is a fundamental interconnectedness of all living systems that lies at the heart of resolving inequalities. The principles of resonance, harmony and connectedness of all the parts that give rise to the larger wholeness underlie a new paradigm of thinking and understanding in which all the parts of the whole have value and the status of any one part impacts the status of the whole. This paradigm shift of understanding is at the heart of reducing inequalities at every dimension of human society and can be accessed and acted upon through applied heart intelligence. The human heart, when in physiological coherence, oscillates at 0.1 hz which is the same as the primary resonant frequency of the Earth's magnetic field and brings an individual into harmony with nature and other human beings with numerous health, performance, and psychosocial benefits. The capacity to enter into that inner coherence is a trainable skill that can be activated on the spot, anywhere, anytime, ubiquitously available across diverse cultures and populations otherwise compromised by gender, ethnic, socioeconomic and other inequalities. It has been scientifically demonstrated that when groups of people are trained in this capacity, the social coherence generated harmonizes their heart rhythms and electromagnetic fields with each other as well as the earth and natural world. When coherence and HRV self regulation skills are taught and applied across large populations, we can reduce the epidemic of stress and improve mental and physical health, resilience, agility, and engagement with life and communities.

We can dramatically decrease healthcare costs and costs to society, when reaching millions or billions of people with our proposed policies. The skills training and education recommended in the policies can be deployed for low to no cost, and will save countries billions of dollars in sick care, mental health care, costs of implicit bias and discrimination practices, and reductions in violence and unrest. One of the greatest untapped resources is human heart intelligence. The proposed skills result in enhanced learning and cognitive function which amplifies potential for individuals and societies to be on the leading edge of innovation, effective collaboration, productivity, sustainability, and effectiveness in all human endeavors.

When adopted, this proposal will be able to assist in closing opportunity and accessibility gaps based on gender, mental and physical disability, ethnic, socio-economic, and international inequalities. The result? 1) A dramatic reduction in the financial and humanistic costs of inequality, violence and disease and 2) A world where everyone has a greater opportunity to lead a happy, healthy, and fulfilling life and 3) A world that functions more sustainably and economically, with better outcomes for all.

PROPOSED POLICIES:

- 1. Include coherence and Heart Rate Variability (HRV) self-regulation training, and interconnectivity education as a mandatory part of the curriculum in all public schools and government-funded education programs, including but not limited to primary, secondary, and tertiary education.***
- 2. Make coherence and Heart Rate Variability (HRV) self-regulation training, and interconnectivity education, a requirement for all national and regional government licensed positions.***
- 3. Make coherence and Heart Rate Variability (HRV) self-regulation training and interconnectivity education a requirement for all national and regional government employees, including all branches of the military, armed forces, law enforcement, and civil servants.***
- 4. Integrate coherence and Heart Rate Variability (HRV) self-regulation training into treatment guidelines and standards of care for patients who present with conditions for which the published evidence currently or in the future supports efficacy.***
- 5. Integrate coherence and Heart Rate Variability self-regulation training and interconnectivity education for first responders and emergency personnel for more effective response and reductions in PTSD and secondary trauma.***
- 6. Incorporate Heart Rate Variability (HRV) self-regulation tools in universally accessible formats for all phases of emergency and crisis response notifications and communications.***
- 7. Include coherence and Heart Rate Variability (HRV) self-regulation training as a recommended intervention to address human factors in non compliant findings***

during surveys and assessments of organizations by national and international regulatory agencies.

- 8. Allocate human and financial capital to further the existing research on coherence and HRV self-regulation training and interconnectivity, and their impact on human, organizational, social and global well being.***

If member state representatives are interested in receiving consultation for the inclusion of HRV self regulation in their populations, or collaborating with us in this field of research, please contact the authors of this proposal at destress@heartmath.com and/or support@heartambassadors.com

A full research library validating the above statements can be found at www.heartmath.org/research

PROPOSED POLICIES WITH POPULATION IMPACT AND FINANCIAL IMPACT STATEMENTS:

- 1. Include coherence and Heart Rate Variability (HRV) self-regulation training, and interconnectivity education as a mandatory part of the curriculum in all public schools and government-funded education programs, including but not limited to primary, secondary, and tertiary education.***

Population Impact Statement:

By making coherence and Heart Rate Variability (HRV) self-regulation training and interconnectivity education mandatory in education, we can expect to see improved test scores, learning capacity, academic performance across inequality gaps, improved mental health outcomes, increased resilience, and improved physical health outcomes and prevention of chronic diseases in adulthood.

Financial Impact Statement:

Overall, the long-term economic costs of childhood psychological problems are substantial, with an estimated lifetime cost of lost family income of approximately \$300,000 and a total lifetime economic cost of 2.1 trillion dollars for all affected individuals. Research suggests that the savings could be significant if this policy is implemented. For instance, a study conducted in the US examined the impact of childhood psychological conditions, including depression and substance abuse, on long-term economic outcomes. The study followed groups of siblings and their parents for up to 40 years and found that affected children had lower educational achievements and were less likely to work and earn as adults, leading to a 20% reduction in family income or \$10,400 per year, with \$18,000 less in family household assets. Even a small improvement in the impact of depression and anxiety in school-age populations can have a significant impact on health care costs and productivity, as demonstrated by the research on the effectiveness of HRV biofeedback training.

- 2. Make coherence and Heart Rate Variability (HRV) self-regulation training, and interconnectivity education, a requirement for all national and regional government licensed positions.***

Population Impact Statement:

By making HRV self-regulation training mandatory in licensed positions, including but not limited to nurses, doctors, psychologists and mental health care workers, social workers, aestheticians, cosmetologists, teachers, lawyers, mediators, pilots, and contractors, we can expect to see improved mental health outcomes, increased resilience, improved physical health outcomes, improved work performance, reduction of mistakes, reduction of burnout, secondary trauma and

turn over, and healthcare costs. This will ensure that individuals in these positions are equipped with the tools to regulate their emotions and improve their decision-making, communication, collaboration, and overall performance. Benefits to these professions include effective and intuitive decision making in VUCA (volatile uncertain chaotic and ambiguous) environments, as well as more effective teaming and collaborations. We can also expect to see reductions in PTSD, addiction, and suicidal ideation and suicide in these professions and those retiring from them. By implementing these training requirements, we can ensure that licensed professionals are equipped with the tools to recognize and overcome implicit bias, leading to improved health outcomes, reduced disparities, and a more just and equitable society. There is a growing body of research on the relationship between HRV and implicit bias. One study by Appelhans and Luecken (2006) found that individuals with higher levels of resting HRV showed less implicit bias on a racial implicit association test.

Appelhans, B. M., & Luecken, L. J. (2006). Heart rate variability as an index of regulated emotional responding. *Review of General Psychology*, 10(3), 229-240. doi: 10.1037/1089-2680.10.3.229.

Kearney, M., West, L.M., Williams, A.E. et al. (2021). Heart rate variability biofeedback decreases implicit bias in acute care nurses. *Applied Psychophysiology and Biofeedback*, 46(1), 57-65. doi: 10.1007/s10484-020-09470-1

Financial Impact Statement:

By making HRV self-regulation training mandatory in licensed positions, we can expect to see a significant financial impact due to improved mental and physical health outcomes, increased resilience, improved work performance, and a reduction in mistakes, burnout, secondary trauma, and turnover. For example, in the healthcare industry, the cost of burnout and turnover is estimated to be between \$4.4 billion and \$6.3 billion annually in the United States, \$53 million in Australia, and \$167 million in Canada. In the UK, the estimated annual cost of burnout among doctors is GBP 2.7 billion (approximately USD \$3.7 billion), based on factors such as absenteeism, presenteeism (present but not productive), turnover, and reduced productivity (Shanafelt et al., 2016). A study by the American Nurses Association found that the cost of replacing a single registered nurse can range from \$40,000 to \$64,000. In the legal profession, the cost of turnover can be even higher, with some estimates suggesting it can cost up to 300% of an employee's annual salary to replace them. Additionally, mistakes made by licensed professionals can have significant financial and legal implications. For example, medical errors in the United States are estimated to cost between \$17 billion and \$29 billion annually. This is a wide margin of potential cost savings when these losses can be prevented.

- 3. Make coherence and Heart Rate Variability (HRV) self-regulation training and interconnectivity education a requirement for all national and regional government employees, including all branches of the military, armed forces, law enforcement, and civil servants.***

Population Impact Statement:

By making HRV self-regulation training mandatory in government employment, we can expect to see improved mental health outcomes, increased resilience, improved physical health outcomes, improved work performance, reduced errors and reduced healthcare costs. Benefits to these professions include effective and intuitive decision making in VUCA (volatile uncertain chaotic and ambiguous) environments, as well as more effective teaming and collaborations. We would anticipate reductions in implicit bias and unnecessary use of force by law enforcement and military personnel, the impacts of which have the greatest impact on populations subject to racial, religious, gender and ethnic profiling. We can also expect to see reductions in PTSD, addiction, and suicidal ideation and suicide in these professions and those retiring from them, for which minorities, women, those with physical disabilities and other marginalized populations are at a significantly greater risk.

Financial Impact Statement:

The implementation of HRV self-regulation training and interconnectivity education for all government employees, including military, armed forces, law enforcement, and civil servants, may result in significant financial benefits. By reducing errors and healthcare costs, savings can be expected for the government and taxpayers. The cost savings from reduced healthcare utilization alone could be substantial, especially given the high healthcare costs associated with mental health and trauma-related care for government employees. Additionally, the reduction in burnout, turnover, and errors could lead to significant savings in training and recruitment costs, which can be particularly high for specialized positions such as those in law enforcement and the military. The cost of burnout and turnover in these fields is estimated to be between \$4.4 billion and \$6.3 billion annually in the US, and similar costs could be expected in other G20 countries. Furthermore, reductions in implicit bias and unnecessary use of force could lead to fewer lawsuits and legal settlements, resulting in additional cost savings for the government. According to a 2019 report from the Institute for Civil Justice, the annual cost of police misconduct in the United States is estimated to be between \$1.8 billion and \$14.8 billion, with a median value of \$5.6 billion. This includes settlements, judgments, and legal fees resulting from lawsuits related to police misconduct, including unnecessary use of force. By reducing unnecessary use of force through HRV self-regulation training and interconnectivity education, we can expect to see a significant reduction in these costs, further contributing to the financial benefits of implementing this policy.

4. Integrate coherence and Heart Rate Variability (HRV) self-regulation training into treatment guidelines and standards of care for patients who present with conditions for which the published evidence currently or in the future supports efficacy.

Population Impact Statement:

The benefits of HRV self-regulation techniques are well-documented, including their efficacy for treatment of pain, hypertension, metabolic syndrome, autonomic dysfunction, traumatic brain injury (TBI), cardiovascular disease, asthma, neurodegenerative disease, as well as mental and

emotional health concerns including PTSD, anxiety and depression. Our proposal will reduce risk factors for all-cause mortality and morbidity across diverse populations including equality gaps, and be especially relevant in the domains of non-communicable disease and mental health, while tackling accessibility issues and inequalities. It will reduce all risk factors for the number one cause of mortality, cardiovascular disease, and improve immunity, reduce stress, reduce violence to self and other and civil unrest, and enhance learning and overall health, performance, and resilience to crisis. We can also expect to see reductions in addiction, and suicidal ideation and suicide for which minorities, women, those with physical disabilities and other marginalized populations are at a significantly greater risk.

5. Integrate coherence and Heart Rate Variability self-regulation training and interconnectivity education for first responders and emergency personnel for more effective response and reductions in PTSD and secondary trauma.

Population Impact Statement:

By providing HRV self-regulation training to all first responders and emergency personnel, we can improve their ability to manage stress, prevent burnout and secondary trauma, and improve their overall health, better job performance, and reduced risk of negative physiological, psychological, and behavioral stress effects. First responders, such as police officers, firefighters, and emergency medical personnel, are at particularly high risk for burnout and PTSD due to the nature of their work. They often experience high levels of stress and trauma on a regular basis and may not have adequate time or resources to recover before being called to respond to the next crisis. For example, a study published in the Journal of Traumatic Stress found that police officers who responded to the 9/11 terrorist attacks in New York City had significantly higher rates of PTSD and burnout than officers who did not respond to the attacks. Similarly, a study published in the International Journal of Emergency Mental Health found that emergency medical personnel who responded to the 2010 earthquake in Haiti experienced high levels of burnout and PTSD. Benefits to these professions include effective and intuitive decision making in VUCA (volatile uncertain chaotic and ambiguous) environments, as well as more effective teaming and collaborations. Studies have shown that practical stress and emotional self-management techniques can reduce damaging responses to both acute and chronic stress, positively impacting major life areas such as communication difficulties at work and strained family relationships. Based on this research, it is estimated that the implementation of HRV self-regulation training for first responders and emergency personnel can have a positive impact on the economic development of G20 countries. By reducing the risk of burnout, secondary trauma, and enhancing the quality of care provided by these workers, there can be significant decreases in healthcare costs associated with stress-related illnesses and an increase in productivity in the workforce. By implementing these training requirements, we can ensure that first responders and emergency personnel are equipped with the tools to recognize and overcome implicit bias, leading to reduced disparities in emergency response, and a more just and equitable society. Research has shown a correlation between cardiac autonomic

modulation as measured by HRV, risk-taking behavior, and resilience in professional firefighters. The researchers suggested that the HRV biofeedback training may have improved the firefighters' ability to regulate their physiological responses to stress and maintain cognitive control, leading to better decision-making under pressure. Prell R, Opatz O, Merati G, Gesche B, Gunga HC, Maggioni MA. Heart Rate Variability, Risk-Taking Behavior and Resilience in Firefighters During a Simulated Extinguish-Fire Task. *Front Physiol.* 2020 Jul 10;11:482. doi: 10.3389/fphys.2020.00482. PMID: 32754042; PMCID: PMC7381295.

Financial Impact Statement:

Some studies have estimated the potential cost savings of stress reduction programs for first responders. For example, a study conducted by the Canadian Institute for Public Safety Research and Treatment estimated that a stress reduction program for Canadian first responders could result in cost savings of \$1.7 billion annually. Other studies have shown that investing in the mental health and well-being of first responders can result in improved productivity, reduced absenteeism, and lower healthcare costs. Furthermore, improving the overall well-being of these vital workers can have a positive ripple effect on the communities they serve, potentially leading to increased economic growth and development. Given the size and diversity of the G20 countries, the potential financial impact of implementing HRV self-regulation training for first responders and emergency personnel will likely vary depending on the specific country and its unique circumstances, but there is certainly enough data to show that any country providing this type of training to their first responders will save both dollars and lives.

6. Incorporate Heart Rate Variability (HRV) self-regulation tools in universally accessible formats for all phases of emergency and crisis response notifications and communications.

Population Impact Statement:

Incorporating HRV self-regulation tools in emergency and crisis notifications is an urgent priority for ensuring the well-being of first responders and citizens alike. By including simple and accessible techniques such as the Quick Coherence Technique in all digital push notifications and signage during emergencies or disasters, we can help individuals better manage stress and more effectively, safely and intuitively mitigate the necessary rapid decisions in emergency situations during an event. In addition the application of these skills during crisis moments has been shown to prevent burnout and post-traumatic stress disorder (PTSD) related to the crisis or disaster and its aftermath. It is crucial that these materials be available to all individuals, including those facing language, disability, or cultural barriers, to promote equity and ensure that everyone can thrive in times of crisis. As a result, we strongly recommend that the G20 prioritize incorporating HRV self-regulation tools in all rapid response emergency and crisis notifications, as well as education materials and warning messages at all contact points with responders and citizens.

For example:

- Include HeartMath's Quick Coherence Technique on WHO signage at border crossings with hand washing instructions and warnings not to cross borders with signs or symptoms of illness in a pandemic response.
- Include The Quick Coherence Technique on evacuation notices and instructions in imminent natural disasters such as wildfires, tsunamis, floods, etc.

Burnout and post-traumatic stress disorder (PTSD) are common risks for both first responders and civilians during and after a crisis or disaster. The high-stress nature of these events can lead to physical, emotional, and mental exhaustion, making individuals more susceptible to burnout. Civilians can also experience burnout and PTSD in the aftermath of a crisis or disaster, particularly if they have experienced significant loss or trauma. For example, a study published in the Journal of Traumatic Stress found that individuals who experienced a natural disaster, such as a hurricane or earthquake, had higher rates of PTSD and depression than individuals who did not experience the disaster. Overall, the high-stress nature of crises and disasters can have significant impacts on the mental health and well-being of individuals, particularly first responders and those directly affected by the event. Incorporating HRV self-regulation tools in emergency and crisis notifications can help individuals better manage decision making during crisis events, reduce stress and prevent burnout and PTSD related to the crisis or disaster and its aftermath.

Financial Impact Statement:

Incorporating HRV self-regulation tools in emergency and crisis notifications is not only a matter of urgent priority for the well-being of first responders and citizens alike but also a cost-effective solution. According to estimates, the economic impact of mental health issues and PTSD during disasters is significant, with the cost of treatment, lost productivity, absenteeism, job loss, and turnover in the billions of dollars. By incorporating HRV self-regulation tools in emergency and crisis notifications, we can help prevent these mental health issues and potentially save billions of dollars in treatment and lost productivity costs. The cost of mental health and PTSD during disasters vary greatly depending on the nature and severity of the disaster, as well as the location and population affected. However, disasters have a significant economic impact on mental health, both in terms of direct and indirect costs. Direct costs can include expenses related to medical treatment and medication, while indirect costs can include loss of income due to work absence, decreased productivity, and increased disability. For example, a study on the 2011 earthquake and tsunami in Japan estimated the total cost of mental health care and lost productivity due to mental health issues to be around \$24 billion. Furthermore, studies have shown that HRV self-regulation training can reduce symptoms of PTSD and burnout by up to 50%, potentially leading to significant savings in mental health treatment and lost productivity costs. This highlights the importance of incorporating HRV self-regulation tools in emergency and crisis notifications, as they have the potential to prevent or mitigate mental health issues during disasters and save billions of dollars in related costs. It's worth noting that mental health

and PTSD are just a small part of the overall cost of disasters, which can also include physical damages, infrastructure repair, and economic disruption. However, by preparing a population with HRV regulation tools in disaster preparedness people can be more equipped to prevent infrastructure and physical damage and economic disruption and find innovative means to accelerate recovering from it when it happens. On top of that, addressing the mental health impacts of disasters is crucial for ensuring the well-being and resilience of affected individuals and communities. Improving the overall well-being of populations during and after disasters and emergencies can have a positive ripple effect on their communities, reducing costs due to dysfunction and potentially leading to more accelerated and innovative recovery and increased economic growth and development.

7. Include coherence and Heart Rate Variability (HRV) self-regulation training as a recommended intervention to address human factors in non compliant findings during surveys and assessments of organizations by national and international regulatory agencies.

Population Impact Statement:

The proposed policy recommendation has the potential to benefit a wide range of stakeholders, including regulatory agencies, organizations, and individuals. By incorporating Coherence and HRV self-regulation training as an intervention, the policy aims to improve compliance and minimize non-compliant findings during surveys and assessments, thereby enhancing organizational performance and public trust in regulatory systems resulting in fewer injuries, errors, fatalities and disasters which also disproportionately impact marginalized communities. The policy recommendation is expected to have a significant impact on the population, given the large number of organizations subject to regulatory oversight at the national and international levels. In the United States alone, there are over 280,000 organizations registered with the Internal Revenue Service (IRS) as tax-exempt entities. Similarly, in the European Union, there are over 24 million registered companies, and in China, there are over 100 million registered enterprises. The implementation of the proposed intervention across these and other jurisdictions has the potential to positively impact the compliance culture of organizations and enhance regulatory oversight. This policy recommendation has the potential to improve the health and well-being of individuals within organizations and the beneficiaries of their work. Coherence and HRV self-regulation training has been shown to have a positive impact on stress reduction, emotional regulation, and overall mental and physical health. By incorporating this training into compliance programs, organizations can create a more supportive and healthy work environment for their employees, leading to improved productivity, quality of life, equality, job satisfaction and reduced errors and risk to their clientele and the communities in which they operate.

Overall, the proposed policy recommendation has the potential to improve regulatory compliance, organizational performance, and individual well-being and safety. Its implementation at the national and international levels has the potential to positively impact a large and diverse population, making it a valuable addition to regulatory systems. There is

strong evidence to suggest that improved compliance can lead to improved quality of life and safety for individuals and communities. Compliance with regulations and standards can help prevent harm to people and the environment, and promote responsible business practices that benefit society as a whole. For example, compliance with environmental regulations can help prevent pollution and protect natural resources, leading to a healthier environment and improved quality of life for individuals living in the affected areas. Compliance with workplace safety regulations can help prevent workplace accidents and injuries, reducing the physical and emotional toll on affected workers and their families. Similarly, compliance with regulations related to water and food safety, consumer protection, and healthcare can help ensure that products and services meet minimum quality and safety standards, reducing the risk of harm to individuals and communities and making safety more universally and equitably prioritized. This can lead to increased trust in regulatory systems, greater public confidence in the products and services provided by organizations, improved quality of life for individuals and more equitable societies.

Financial Impact Statement:

Organizations that adopt this training are likely to experience several financial benefits, such as improved compliance with regulatory standards, reduced risk of regulatory fines and penalties, and improved reputation among customers, investors, and other stakeholders. The implementation of this training is likely to lead to increased productivity, reduced absenteeism and employee turnover, and improved job satisfaction, thereby contributing to overall economic growth. For regulatory agencies, the implementation of Coherence and HRV self-regulation training can lead to more efficient and effective compliance assessments, reducing the need for costly and time-consuming enforcement actions. It can also lead to increased public confidence in regulatory systems, which can help attract investment, drive economic growth, and create jobs.

Citing healthcare as one example of how this can play out with financial savings, hospitals and healthcare facilities that fail to comply with regulatory requirements can face significant financial penalties, legal liabilities, and damage to their reputation. The costs associated with noncompliance can be significant, with estimates ranging from millions to billions of dollars in lost revenue, fines, and legal fees. For example, in the United States, healthcare organizations that violate regulatory requirements can face fines and penalties of up to \$25,000 per violation, with some cases resulting in penalties of hundreds of millions of dollars. Noncompliance can also lead to costly lawsuits, which can result in substantial legal fees and settlements.

Moreover, noncompliance can lead to increased healthcare costs. For example, failure to comply with regulations related to patient safety and infection control can lead to increased rates of hospital-acquired infections, which can result in longer hospital stays, readmissions, and higher healthcare costs. By promoting compliance with regulatory requirements through the implementation of coherence and HRV self-regulation training, healthcare organizations can help reduce the risk of noncompliance-related costs and improve patient outcomes.

The financial impact of noncompliance goes beyond the immediate costs of penalties and legal fees. Noncompliance can also lead to lost revenue and reduced patient satisfaction, as patients may choose to seek care at other facilities that have a better reputation for compliance. This can have a long-term impact on the financial health of healthcare organizations, as they may struggle to attract and retain patients and revenue. In contrast, the implementation of this training is likely to lead to increased productivity, reduced absenteeism and employee turnover, and improved job satisfaction among healthcare workers, contributing to overall economic growth. By improving compliance and promoting a culture of safety and well-being, healthcare organizations can help improve patient outcomes, reduce healthcare costs, and enhance their reputation among patients, investors, and other stakeholders.

Additionally, the implementation of Coherence and HRV self-regulation training can have positive impacts on healthcare costs. Studies have shown that stress-related illnesses and disorders can be costly to organizations, with healthcare costs estimated to be around \$190 billion per year in the United States alone. By promoting a healthy work environment and reducing stress, this training can lead to improved physical and mental health among employees, which can lead to reduced healthcare costs.

Overall, the implementation of the proposed policy recommendation can have significant financial benefits for organizations, regulatory agencies, and healthcare systems, leading to increased productivity, economic growth, and improved quality of life for individuals and communities.

8. Allocate human and financial capital to further the existing research on coherence and HRV self-regulation training and its impact on human, organizational, social and global well being.

Population and Financial Impact:

Conducting further research on the effects of HRV self-regulation training could help us better understand its potential benefits and limitations, and inform future policy decisions related to this topic.

All of the population and financial benefits stated in this policy proposal as well as others not stated herein stand the chance to be better understood, amplified, and more effectively capitalized upon with additional research, funds and human resources allocated to studying coherence, HRV self regulation and interconnectivity.

At the global level, Coherence and HRV self-regulation training can have significant implications for global well-being, particularly in the areas of peace and security, sustainable development, and climate change. By promoting well-being and resilience at the individual, organizational, and social levels, this training can help create more peaceful and stable societies, enhance sustainable development, and mitigate the impacts of climate change.

Overall, the proposed policy recommendation to allocate human and financial capital to further the existing research on Coherence and HRV self-regulation training can have significant population and financial impacts on multiple stakeholders, leading to improved well-being and resilience at different levels and contributing to overall social and economic prosperity.