

Appendix 1. Interview results and sample quotes

Table A1.1: General resilience factors cited by participants

Level 1	Level 2	No. of references	Sample quotes (with participant codename)
Modularity	Self-organisation and decentralisation	22	“You know, we are very decentralized, very decentralised. People do what they want.” (A)
	Subcommunities within Auroville	19	“There's the farm group, the forest group. Some of them work better than others. And so I'm hoping to do something similar around higher education...” (F)
	Processes to restrict and manage entry	9	“There's one year probation period...But you know, it's just little hurdles. If you want to be, you'll be. If you don't, you know.” (A)
	General	1	“modularity is really important because that's happening” (B)
	Challenges	17	“some people said we shouldn't let old people in, you know, because they become a burden. I say absolutely not.” (B)
Openness	Ability for people to join and leave	26	“I think the main factor is that it's a growing community. It's not that it's growing in a great pace. But the fact that people are keep coming and new energy is coming.” (E)
	Exchanges of knowledge and ideas	12	“And a lot of the things that were learned in the early days like reforestation, water conservation, food production, people here now are going out to many different parts of India, Ladakh and many different places bringing the learning that happened here out as well. So yeah. There is this relationship that has been build with the bi-region, but also wider in India as well.” (I)

	Connections to neighbouring villages	8	“I think 40% or in the range of 40% of the population of Auroville of the Aurovilians are local people, people who come from the neighboring villages. You know, you see... You don't see barbed wire... So if they didn't want us they would have kicked us out long time ago.” (A)
	Donations from outside	2	“within two or three days of expressing our need, we got donations to rebuild the place.” (E)
	Challenges	10	“Because on this master plan, this vision that The Mother had of a city, that saw this two circle. The inner circle the resident, the floor zones, and then around the greenbelt. But there is four villages on this master plan. So, we're not going to push villages away. So this 50,000 include the villages, which for some of us is obvious, but most of them it's not. I don't know how we're going to deal with that.” (J)
Diversity	Of people	25	<p>“being such a mixed community. We come from very different social conditioning, life experiences, all of that kind of thing. So it's the life in Auroville in itself is a field for growth.” (I)</p> <p>“I find Auroville as one of the few places on the planet that is explicitly about that, explicitly about how do we do this together as individuals, this unity in diversity.” (F)</p>
	Of ideas and knowledge	11	“Auroville is a kind of microcosm, all the latest, say management technologies and, and psychotherapies, art trends. They're all here. Because see people are coming here constantly from all over the world, and the kind of people that come to Auroville are people that can travel and who have all this stuff and know all this stuff.” (B)

	Of actions	3	“And I'm so grateful that some people will do things that I never never be able to do and don't want to do. You know they are doing it in they're own way.” (A)
	Challenges	14	“the teachers needs to think in develop materials, develop a system, develop a structure, develop different activities, where kids with a very different culture, with a very different background, and with the fact that many of them are not teachers. So it's quite challenging.” (G)
Leadership	Distributed leadership	12	“But each one at his own, in his own way. And I'm so grateful that some people will do things that I never never be able to do and don't want to do. You know they are doing it in they're own way. They are planting a beautiful forest here, educating the kids and all kinds of things, you know.” (A)
	Charismatic leaders	6	“And for every single person who I know of who met The Mother, something very special happened when they were in front of her, even from a distance... they had something special kind of energy and it transformed their lives.” (J)
	Proactive leadership	4	“It's like when somebody is wanting to take up a responsibility or wanting to take a task or wanting to be the leader, everybody just comes down, gives it to them, but they're on their back so that they're performing nicely. You see what I mean?” (C)
	Adaptive leadership	4	“There are these two books, The Mother on Auroville, two volumes. It's amazing because you see how she adapted.” (D)
	Leadership program	2	“And also recently we are doing Master Daniel's leadership program in Auroville.” (I)
	Challenges	11	“When do you ask somebody not to do something or when do you say no to somebody? When do you take that authority to stop another action?” (C)

Nestedness	Support from Indian Government	12	“So it's in '88 that the final solution, the permanent solution was found. Now we are an autonomous body operating under the Government of India under the Minister of Human Resource Development” (A)
	Global ecovillage & sustainability networks	9	“Findhorn has had a massive influence in Auroville. I mean, it's not an influence. We work together because Findhorn, and Tamera, and Damanhur are one of the oldest communities that exist in the world.” (C)
	Global community of Aurovillians	3	“A lot of money came in through Auroville's network around the world. We had a lot of friends even ringing, saying, "How are people working?" And stuff. And Auroville has offices, or sometimes it's somebody's front room in different countries, but there is quite a network of people connected.” (I)
	Part of greater spiritual system	1	“Nestedness, strong connection to higher system level. Thinking national and global scale support system. For me, the connections to the ideal of the integral yoga” (J)
	Challenges	5	“And that is my biggest fear right now, that somebody has to give those people an answer. And Indian government is mean, they're very mean. They're not fluffy Aurovillians that just are optimists and saying that, "Okay, we believe in impermanence and we can let things happen and make mistakes and it's okay." (C)
Monitoring or information flow	Communication processes	14	“A focus on what is with more awareness, of not being violent and finding ways to communicate.” (E)
	Environmental monitoring	3	“I was saddened and alarmed to hear that water is going to be as big an issue in Auroville as people think it is, but I'm really thankful that we have people here that are monitoring that, and are also feeding them back to the community and looking at how we can actually resolve this if possible.” (F)

	Social media	3	“Yeah, networking you see is a key concept that now with WhatsApp and Facebook and all that social media, we have it and people should utilize it more than just taking a picture of their dessert that they had.” (B)
	Recording stories and histories	2	“Even I'm going now outreach schools, in many schools, to schools I'm going. So then I will ask what is the name of your village, most of the school doesn't know. So then we are bringing the stories of where the names came, so the children know and they're learning.” (I)
	Challenges	7	“And 60 different nationalities in one small place that don't speak a single language commonly, also is this big epitome of misunderstandings.” (C)
Reserves	Resources (money, housing food, water etc.)	8	“And always somehow money came strangely enough or not strangely, but significantly.” (D)
	Ecological reserves & buffers	5	“We have a reserve of wood, we have the forest, so all that is there, we have a reserve of water. So all of that is there, the essentials are there.” (C)
	Gift economy providing reserves	3	“So the reserves, they are in the action and not in the material. So in gifting, in giving, we have reserves.” (E)
	Goodwill	2	“Reserves and goodwill. No, that we have. Otherwise we would go.” (D)
	Social memory	2	“Everybody's got a story at the Youth Center. There's so many couples and so many families that have been started right now in Auroville that they met for the first time in Youth Center. You see what I mean? So, it is a cauldron of memory and a cauldron of history, and of pure knowledge of the young people.” (C)
	Challenges	8	“Auroville is running in scarcity all the time.” (C)

Feedbacks	Dedicated feedback processes	10	“So we have restorative circles, we have of course, arbitration, mediation, we have a conflict resolution group, we have another group called Koodam, you know, which tends to resolve all these things.” (B)
	Balancing feedbacks	6	“Just go and stand there firm and strong, and you know you're going to break the person because all he's looking for is trouble, and you have no trouble to give, you've just got compassion instead.” (C)
	Reinforcing feedbacks	6	“I feel more and more that the arts which are not on the market, that means true arts because they're also selling this partly and I'm seeing it a little bit one sided. Of course there are big exceptions, but it's everywhere out of everything, people are tending to make money out of it. And that becomes a self-runner.” (D)
	Challenges	4	“But feedbacks happen all the time. Either front or back. They're going to backstab or tell it to you on the face, but it happens constantly... And that would also bring in the rumors, that would bring in the gossips. That's how it goes on.” (C)
Trust	Trusting one another	12	“Those who too long cannot trust the whole happening here, they go because it's not ... then you can do better work somewhere else, even for yourself. It's not worth the trouble. One has to trust.” (D)
	Trust in higher purpose	1	I mean, for me this kind of trust or faith or whatever has developed over time, that things always happened for a reason. And that the more you accept and let go, the more you see something positive and positive change coming out of it, but we have no idea what it will be when it's happened.” (J)
	Challenges	3	“Not collaborating and not trusting one another also is a big challenge.” (C)

Table A1.2: Emergent enabling factors for resilience

Level 1	Level 2	Level 3	No. of references	Sample quotes (with participant codename)
Shared worldview	Belief in the divine & higher consciousness		26	“it is that new energy we had to allow to enter. This can do it, nobody else. And some people call it divine and some people call it this and that, it doesn't matter, but it is a supramental.” (D)
	Teachings of Sri Aurobindo and The Mother		21	“See Sri Aurobindo explained that his his teachings start from that of the action sages of India, who had realized that, behind the appearance of the entire universe, there is only one reality one self of all things one consciousness” (A)
	Vision/ dream/ aspiration/ purpose		12	“The reality is harsh. But I see beautiful people, intensely beautiful peoples trying to work towards the dream.” (H)
	Symbolic physical features		4	“And this is symbolized by the Matrimandir. Aspiration to higher consciousness is symbolized by Matrimandir.” (A)
Shared values	Creative mindset	Experimentation	14	“It's just this incredible playground where we're just experimenting. I think at this point in human evolution, we really need to experiment and think outside the box.” (E)

		Aesthetics & art	13	“The Mother comes from the west. You see, The Mother comes out of the occult traditions in the West and brings the art and culture of that” (B)
		Personal growth	9	“That we're here to consciously evolve. And this is an experiment that can help us do that, in whatever we work here. For me coming here, that was the thing for me. I think the part of me that was ready to grow recognized something here that I could, in my own development, wherever I was, that I could grow here and be challenged here.” (I)
		Pioneering spirit	9	“The people who were drawn to Auroville were rugged. You got to remember what it looked like back then. If you're saying like, "I'm going to do this," you meant it like, "I'm going to live in the desert, plant trees." And I think there was this can-do mentality from the beginning of Auroville, which has persisted.” (F)
		Plasticity of approach to achieving vision	8	“resilience means plasticity also. To be open to changes and not to stick to your rigid thing, which is cracking in the next storm, no?” (D)
	Inclusivity		17	“we represent the world basically, humanity, which is the aim actually, one of the aims.” (A)
	Acceptance and humility		12	“There is something else at work here and just accept it” (A)

	Individual agency		12	“And people tend to be highly individualized. So they take care of themselves, no matter what happens, you know, they don't - they're not dependent.” (B)
	Rejection of ownership, money & status		8	“You don't need all this nonsense, the big car, and all this big, big anything because you know you know you're you're expressing beauty” (A)
	Nonviolence, happiness & love		7	“The no violence communication development in a very strong basis” (G)
Shared processes and practices	Community services	Education	11	“So when I joined YouthLink, that brought in and I was working there for two years, and then we were doing EDEs, which is Ecovillage Design Education courses. We were running them, designing them, building them and all that.” (C)
		Health	3	“Usually it's individual and then they will use other sequence of support, like in homeopaths, in psychologies, all kinds. Whatever is available around us and that we know, and we use the support.” (E)
		Emergency relief	2	“The solar kitchen team made sure that they got a vehicle to Pondicherry to get food for people, and solar kitchen opened. There was a fantastic teamwork and people looking after each other at that time.” (I)

	Governance processes		13	“The governing board is the third element in our legal framework of the foundation act of the foundation, which is actually governing board is in legal terms, the upper one, because technically it can dissolve Auroville.” (D)
	Conflict resolution		7	“So we have restorative circles, we have of course, arbitration, mediation, we have a conflict resolution group, we have another group called Koodam, you know, which tends to resolve all these things. So we, we have that stuff. And people use it, and it works, sometimes. Sometimes it doesn't.” (B)
	Spiritual practice and yoga		5	“Yeah, again we do the spiritual practice more as karma Yoga, we call the work here Seva, which means a selfless service. So we do a emphasized service as a spiritual practice.” (E)
Shared experience and history	Experience with overcoming struggles		11	“The other beauty of Auroville that I find is because everybody has gone through a certain amount of struggle. They just understand what it is to be in Auroville.” (C)
	Living together over time		8	“I think there's also a longevity. There are dynasties in Auroville of people with kids and kids' kids. They got more staying power, I think, than a lot of other places.” (F)

	Working together		2	“...just got friends to work with us and each one doing different things... And everyone did his thing we did it together and done, fantastic. I didn't pay any of the them, they did it, I didn't have the money so. So that's that's what you are looking for doing something together.” (A)
Relationship to one another	Sense of unity		9	“I think are very, very strong values and spiritual values as well. For example, a strong one is the unity. That even in the middle of these conflicts, we come to a conclusion. Well, I mean, even if it's still like words, the blah, blah, blah, blah, unity. But I feel that that is something that all of us will look for.” (G)
	Sense of responsibility & commitment		8	“They're going to take up responsibility, they're going to acknowledge it, but at the same time they're going to pass it down to the next generation saying that, "Ha ha, there's something waiting for you already before you're even born." You see what I mean? And that's how it goes on.” (C)
	Sense of family		3	“Principal I think one of the things I think which helps us, it's the fact that we are a family. So it's the seed community support. A family we are there for each other.” (E)

	Multiple ways of knowing one another		1	<p>“In mainstream society, we tend to be in very modular or relegated roles, like I know my bank teller. I know my teacher. I know my neighbor. But in community, we may be having a meeting, we may be planting a tree together, in a process. We know each other in many, many different ways, and I think that also builds a sense of community and resilience, the more ways that we know each other.” (F)</p>
Scale	Size of the community		2	<p>“I think one of the things that Auroville has going for it is when it started going through a certain size. It was always big geographically that, I think, kids growing up felt like they could stay in the community and, actually, they could rebel within the community.” (F)</p>

Table A1.3: Disturbances reported by participants

Level 1	Level 2	Level 3	No. of references	Sample quotes (with participant codename)
Acute	Sudden loss of leader	Death of The Mother	9	“So The Mother was a major, major, major personality in here. And so once she passed away, of course, there was a conflict of power, power conflict.” (A)
	Natural disasters	Cyclone	2	“We had a cyclone here, Cyclone Thane, where we lost 40,000 Euro in hours. Half of the structures that we just put for the long-term volunteer, we got a donation from the German government, and was collapsed and lots of damage. And then within two or three days of expressing our need, we got donations to rebuild the place.” (E)
		Tsunami	2	“then a few years later there was a tsunami here...and there are you see Auroville at its best, you know, we keep on fighting about all kinds of stupidities here. But when there's something serious, amazing, amazing, amazing, you know, tens, I mean thousands of people from the village along the course came up the plateau. They were frightened that the sea will swallow them. So we fed them, we housed them, everything.” (A)
	New development proposals	New highway	2	“and the Tamil Nadu State want to put a highway through part of the green belt. So, we have all these pressures from outside and we have to adapt, we have to find ways...” (J)
Chronic	Governance issues	Entry policy	8	“So entry policy in Auroville has never been up to the mark. It's always been a disaster and it keeps getting revised.” (B)
		Power dynamics	6	“I found out this kind of thing happens a lot in Auroville actually because there is no true hierarchy. There is no one that can tell you not to do this, not to do that. And some people are between this power trip.” (J)

	Decision-making processes	6	“Okay, we see the bureaucracy, we see the current governance systems. Okay. It won't work. So we explore our alternative governance systems, where we have 14 members and we try to have a collective participatory decision making processes, but it's tough.” (H)
Community divisions	Culture, nationality, race, gender etc.	9	“And 60 different nationalities in one small place that don't speak a single language commonly, also is this big epitome of misunderstandings.” (C)
	Differences of opinion	6	“Because it's not that these problems of what we know from every other place doesn't exist. Everything exists here. That great fights. Great conflicts. People don't speak with each other for years. Many communities made fence dividing lands. You cannot... The fact that you choose to live in the future city doesn't make you superhuman so fast” (E)
Environmental challenges	Pollution & degradation	5	“But now all the local herbs, everything is disappearing because of more pollution and these kind of things” (I)
	Climate change	1	“Climate change is obviously the elephant in the room, and it's driving a lot of other changes that we've only begun to see. Certainly in Auroville, it used to be that the monsoons would come like clockwork. Now, year-by-year, it's almost random. I mean, not random but it's like it's really, really hard to predict.” (F)
	Population pressure	1	“I can't imagine 50,000. It's really not going to be a very green city...” (J)
Shortages	Money	4	“The city couldn't be built and we had no money. So in one way it diversified us, which was very bad actually, but who knows what are other reasons?” (D)
	Food	2	“Most of the people are really struggling to just earn three-course meals a day.” (C)
	Housing	2	“Other problem is there is not enough housing.” (J)

Issues with neighbouring communities	-	5	<p>“There are two groups fighting each other. They will sometimes, yeah, murder. It will happen. So sometimes it will affect Auroville. So they will close all the community works.” (I)</p> <p>“We face constant challenge with the neighbours, the mafia in the neighbourhood...not the local people, because the local people are adorable, but the mafia among the locality...we've had people just coming down and chopping down acres of land” (C)</p>
Drugs and alcohol	-	4	<p>“they don't understand what are the repercussions of the things that they are taking. So sometimes they would be completely out of control, and they had no intention to be like this.” (C)</p>
Corruption	-	2	<p>“And we had the Tamil heritage site that was, you know, there was corruption happen there. So that that guy is now you know, under indictment for corruption.” (B)</p>
Rising nationalism	-	1	<p>“I know tourism has been down this year. Part of that is the nationalism. It's all interconnected.” (F)</p>
Unequal share of labour	-	1	<p>“Previously, no matter who came or no matter who was there, everybody would wake up and go to the Matrimandir to work and build the Matrimandir. There was no difference between you're a tourist or you're a guest or you're something. And here right now there's this difference between like, "Okay, I'm a guest so I'm going to do my yoga classes, I'm going to go for a sound bath and sound healing and Watsu and massage and cycle around in the forest and just be on a holiday in this community while other people that live in this community for 365 days are providing all of that for me." (C)</p>