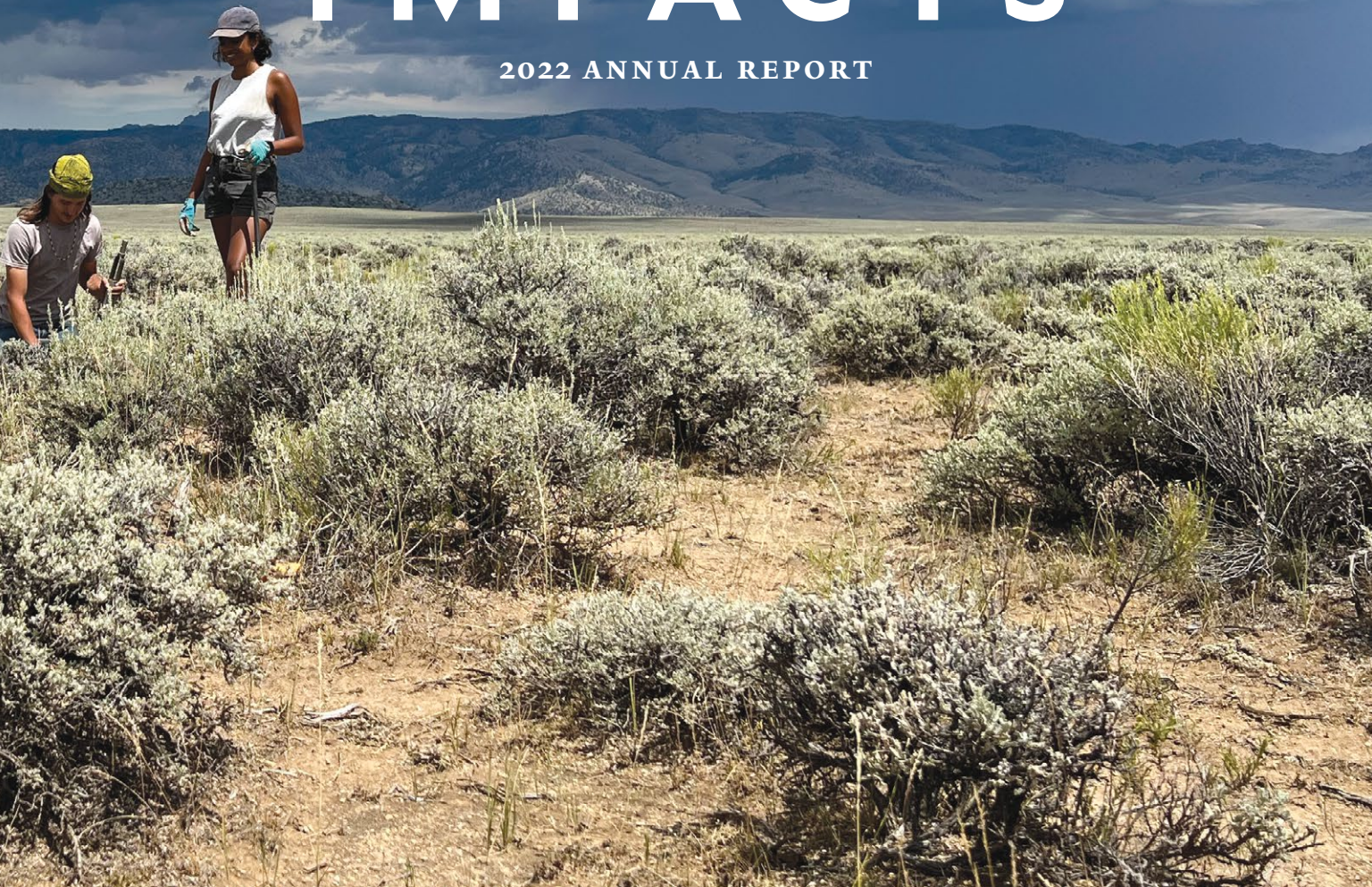Yale SCHOOL OF THE ENVIRONMENT

IMPACTS

2022 ANNUAL REPORT

Knowledge and leadership for a sustainable future

I spend a good portion of my summers, as many of you know, in the American West, conducting field research and working with students. It is one of my favorite places in the world — I love the diversity of ecosystems that can be found there, from remote forests and glacial valleys to sagebrush and grasslands, which provide some of the best opportunities to learn how land use practices and climate change can affect soil's carbon storage capacity in dryland ecosystems. In fact, I took the cover photo of doctoral student Uthara Vengrai doing field research near Pinedale, Wyoming, with the help of local high school student Tanner Roberts this past July. Originally from Southern California, Uthara is strongly motivated by a desire to produce new knowledge that can help prepare communities in the West for the impacts of climate change.
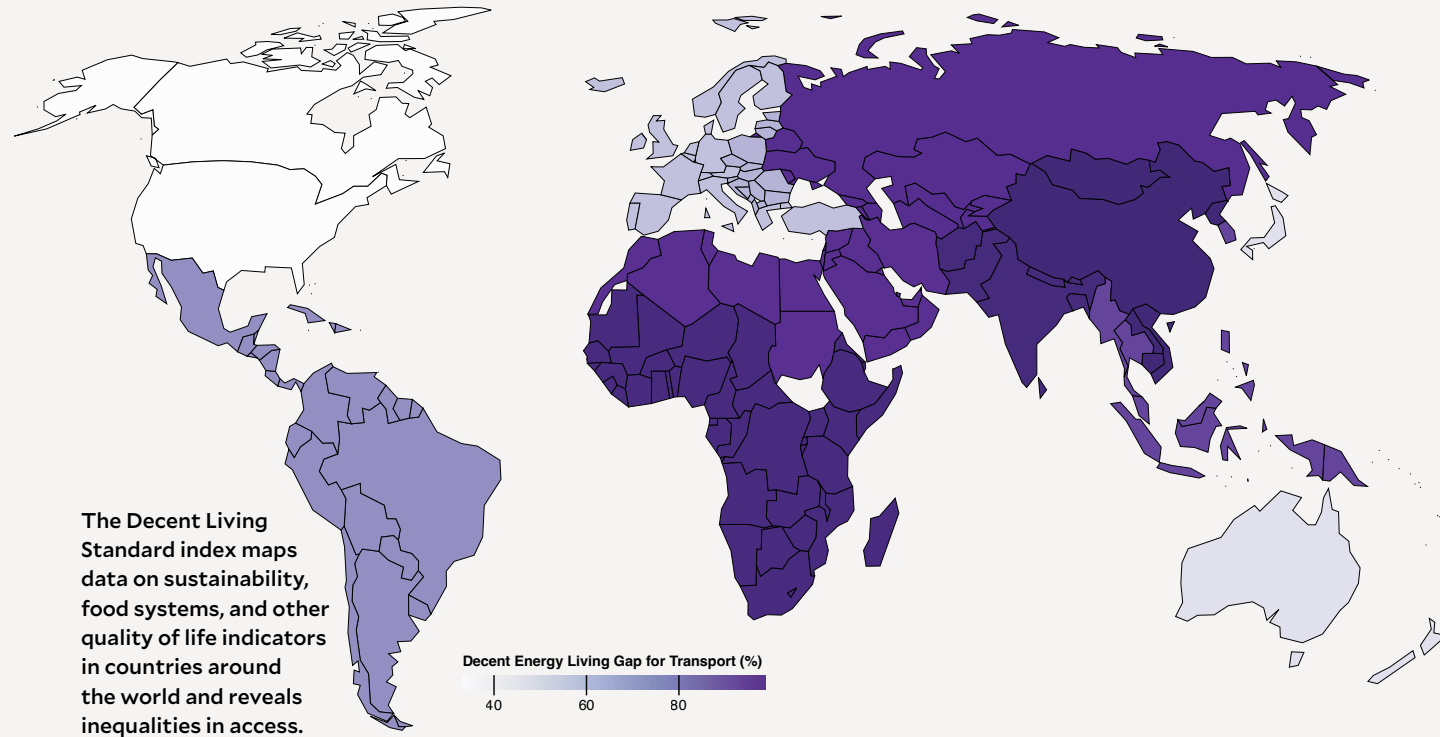
Uthara is one of the many talented, committed YSE students working around the world on ways to understand and address climate change. I am continually amazed by our students' resolve and courage to take on this monumental challenge — one that has been passed down to them. They are fortunate to be able to seek guidance from our incredible network of alumni — many of whom were working to address the escalating climate crisis long before the issue of climate change made news headlines. Steven Hamburg '77 MFS '84 PhD, chief scientist at the Environmental Defense Fund, for example, oversaw an unprecedented initiative involving over 150 scientists from more than 40 institutions measuring methane emissions associated with natural gas production. The global network of YSE alumni advancing climate solutions and taking on our most urgent environmental challenges expands and gets stronger every year!

Our students also have the opportunity to learn from and work with our amazing faculty, who never cease to inspire me with their commitment to their students and to innovative, solutions-based science. As we continue to be confronted with — although not equally affected by — the impacts of climate change in every corner of the world, it is going to require an unprecedented global effort to meet the challenges ahead. Our faculty's work in green chemistry, energy systems, climate policy, climate justice, conservation and sustainable land management, among numerous other areas, is critical. I am so grateful for your support that makes this possible, and, as always, welcome your thoughts and ideas.

Indy Burke

Indy Burke, *Carl W. Knobloch, Jr. Dean*

The Decent Living Standard index maps data on sustainability, food systems, and other quality of life indicators in countries around the world and reveals inequalities in access.

Decent Energy Living Gap for Transport (%)

40   60   80

COURTESY OF ENERGY, CLIMATE AND WELL-BEING LAB

GRANT & CONTRACT INCOME, 5-YEAR TREND

FEDERAL
OTHER

$16M
$12M
$8M
$4M
$0

FY18   FY19   FY20   FY21   FY22

Mapping Equitable Access to Sustainable Development

How is decent living defined and where do countries fall short in providing it? Answering that question has been the focus of groundbreaking research led by YSE Associate Professor of Energy Systems Narasimha Rao. The Decent Living Standard index, created by Rao and his team, examines energy, sustainability, food systems, and other quality of life indicators. The index maps the areas in which countries are succeeding or failing to provide the means — at household, community, and national levels — to achieve basic well-being for all.

Until now, much of the research on poverty has focused on income scales. In an effort to document all the resources involved in eradicating poverty, Rao's research team examines multiple dimensions of people's deprivations — including access to energy, food and water, sanitation, and transportation. Often, gaps in these indicators are higher than income gaps, Rao says.

"For the first time, we have a one-year snapshot of decent living indicators for countries around the world and what the gaps are," Rao says. "Are economic policies addressing the most basic needs of people?"
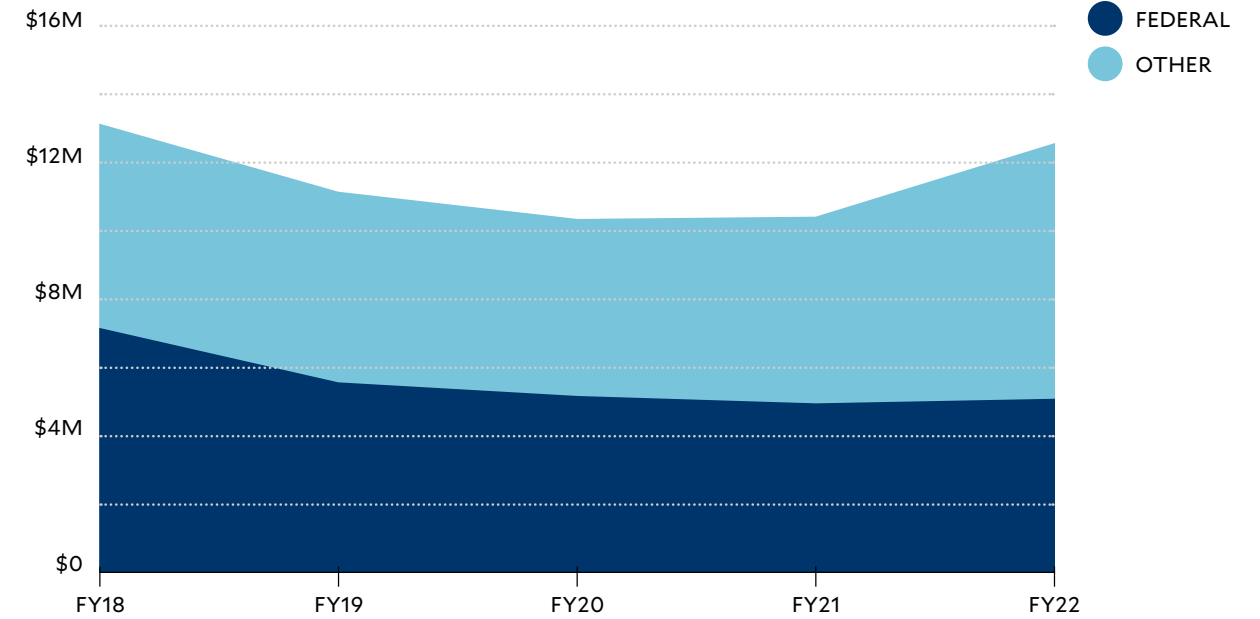
The project has found that many countries are falling short in providing energy to meet the needs of all their citizens. For example, the index found that people living in sub-Saharan Africa and India have the least access to clean cooking stoves. It also shows that India and China have enough energy to meet the needs of their populations but access to energy is not distributed equally in those countries.

"The ultimate goal is to use this set of indicators to derive and address resource requirements and deficits in countries directly from well-being rather than from GDP," he says.

Rao, a contributing author on the United Nations Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report, says one key area the project will focus on in the future is climate change and how climate change will impact decent living standards.

"We are planning to run the data through climate reintegrated assessment models to try to assess more broadly how future climate policy will impact basic well-being and how we can protect basic living standards in the future," he says.

Synthesizing Research to Aid Sustainable Land Decisions

A new initiative led by Mark Bradford, professor of soils and ecosystem ecology, and Sara Kuebbing, research scientist, will address the pressing needs of land managers to obtain key information on best practices for conservation and sustainable land management.

The Yale Applied Science Synthesis Program, housed at The Forest School at YSE, will produce quantitative scientific syntheses from existing studies and arrive at a recommendation that will guide and inform direct actions around land stewardship — including sustainable food production, maximizing carbon storage, and protecting and preserving biodiversity.

"The goal is to have a home for applied science where we can synthesize the best available data and tap into the great expertise here to shed light on specific questions practitioners have to help them with land management decisions," says Kuebbing, who is the program's research director.

YASSP is working with Ocean Spray and a range of for-profit and non-profit partners on various projects, as well as the Department of Energy on a report, "Roads to Removal," which examines how the U.S. can remove carbon dioxide from the atmosphere.

Seto Elected to American Academy of Arts & Sciences

Karen Seto, Frederick C. Hixon Professor of Geography and Urbanization Science, has been elected to the American Academy of Arts & Sciences, one of the country's oldest and most prestigious honorary societies.

A global leader in urbanization and the environment, Seto was coordinating lead author on two United Nations climate change reports — the 2022 Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report and the 2014 Fifth Assessment Report. Seto led the chapters on urban mitigation of climate change in both reports.

"I want to help policymakers and other decision makers understand how urbanization can be a solution to climate change and biodiversity loss. The Academy works on critical issues that face society. I would like to bring an urbanization science perspective to its work on the environment, global affairs, and science in society," Seto says.

DYLAN FELDMEIER

Dylan Feldmeier '23 MESc quantifies vegetation density at a livestock predation site while conducting research into human-wildlife conflict in the Makgadikgadi region of Botswana.

Averting Human-Wildlife Conflict in Botswana

As more countries on the African continent continue to urbanize, achieving coexistence between humans and nature is paramount. This year, Dylan Feldmeier '23 MESc collected data over eight months in Botswana's Makgadikgadi region to help him better understand the ecological and anthropogenic predictors of livestock predation from large carnivores. Working with faculty advisor Os Schmitz, Oastler Professor of Population and Community Ecology, Feldmeier used participatory mapping and qualitative interviews to build a logistical model that can spatially predict "hot spots" where local farmers may encounter large carnivores.

Feldmeier says that with better understanding of the interactions between local peoples and wildlife, "a more holistic mode for conservation planning and further development of human-wildlife coexistence" can be established.

An avid photographer, Feldmeier also has been chronicling his research through images, which he says enable him to translate his work to a broader audience. "I use my photography to connect international communities and share the stories of wildlife, humans, and the relationships between the two."

Mapping Fracking Impacts in Appalachia

The Appalachian region of the U.S. has become a hotbed for environmental research, due in large part to an increase in fracking, a drilling technique that uses a pressurized liquid to fracture bedrock formations to access gas and oil. Numerous studies have found that fracking fluids and wastewater can contaminate local drinking water, with impacts to both the environment and public health.

Yale's Water Energy and Resources (WATER) Study, co-directed by YSE Professor Jim Saiers, seeks to understand these impacts using data collection, hydrologic monitoring, and epidemiological analysis. Conducting doctoral research with the team, Mario Soriano '22 PhD developed sophisticated computer models that showed how contaminants released from fracking sites move in the environment, mapping out potential contamination pathways based on the hydrology, topography, and geology of the northern Appalachian Basin.

These models provided valuable data for a recent Yale-led study that linked unconventional oil and gas development, drinking water risks, and childhood leukemia. "It is incredibly exciting to see my work's impact within and beyond my own discipline of hydrology," Soriano says.

Fashioning Leather Alternatives from Crop Waste

In a fashionable twist on industrial symbiosis — the use of one company's waste materials for another's reuse — Jinali Mody '23 MEM is on the hunt for mango and banana stems. She is using the crop waste to make alternative leather.

Mody co-founded Aatma Leather, which will manufacture cruelty-free, plant-based products, such as belts, shoes, and handbags, from fruit waste. The new venture, which seeks to reduce food waste and pollution from crop burning and the carbon footprint of traditional animal hide leather products, earned Mody and her partner the 2022 Sustainable Venture Prize at this year's Startup Yale.

Almost 50% of mango fruit and peel is wasted during the pulp process, and 60% of banana plants are wasted during the harvesting process.

"I wanted to do something at the intersection of business and the environment," says Mody. "We are creating a sustainable product that reduces waste from the harvest process."

Incoming students in the class of 2021–2022 came from **30** U.S. states and territories and **19** countries.

The number of applicants to YSE has increased by **60%** in the past five years, with a record number of students applying in 2021–2022.

Brandon Middaugh '07 MESc visits a 100-megawatt solar array on the roof of the Mandalay Bay Convention Center in Las Vegas, which can provide up to 90% of the daytime power for more than a dozen area hotels.
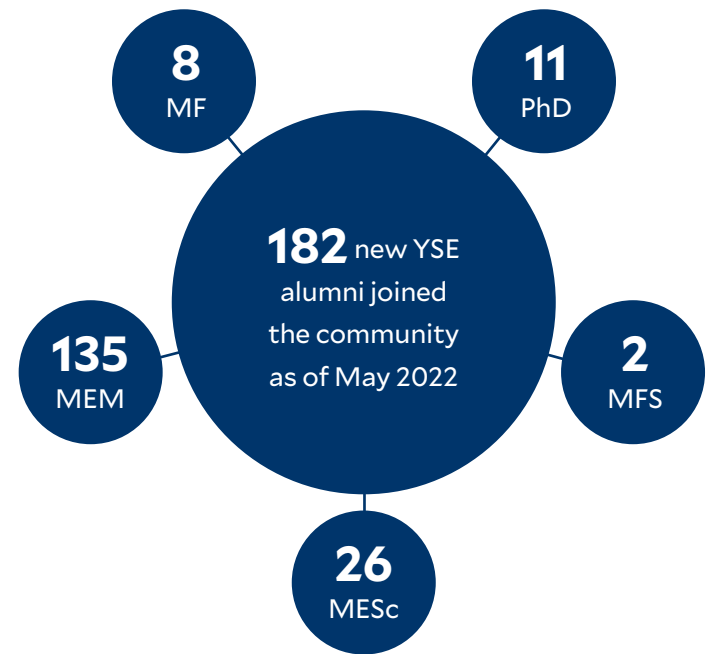
COURTESY OF BRANDON MIDDAUGH

HARRY LEE

3 alumni were named finalists for the inaugural Earthshot Prize: Sam Teicher '15 MEM and Gator Halpern '15 MEM (center), co-founders of Coral Vita, which was one of five £1-million winners, and Clara Rowe '15 MEM, CEO of finalist Restor

Helping a Tech Giant Offset Carbon Emissions

Microsoft is one of dozens of major corporations ramping up investment in climate change mitigation technologies, committing $1 billion for carbon reduction, capture, and removal innovations of the tech giant's emissions across its history.

Microsoft's Climate Innovation Fund is headed by Brandon Middaugh '07 MESc, who began working with the company in 2016 to evaluate and deploy emerging energy technologies. In her new role, Middaugh is building partnerships with other major companies and organizations, as well as investing in small companies and initiatives that are finding innovative and equitable ways to address the climate challenge.

"We know the world needs to transition to net zero and companies that have the capacity to do so quickly should be doing so," Middaugh says.

A Broader Impact in Forest Stewardship

Established in response to increasing global deforestation, the Forest Stewardship Council is an international organization that promotes sustainable forest stewardship through rigorous forest certification standards. To date, FSC has certified 220 million hectares of forests on six continents in more than 80 countries worldwide, including over 36 million hectares certified in the United States.

Derik Frederiksen '02 MEM was named president of FSC U.S. in February 2022, after spending the last two decades with Sealaska, the regional Alaska Native corporation for southeast Alaska representing 23,000 Tlingit, Haida, and Ts'msyen tribal members. There, he created and led Sealaska Environmental Services.

"I am proud of what I have achieved for my people," says Frederiksen, who is from the Ts'msyen Nation. "My new role provides additional opportunities to broaden my impact while continuing to work with Indigenous peoples and others to combat climate impacts and drive transformative change. Forests and sustainable forest stewardship will play a key role in achieving that endeavor."

Tracking Methane Across the Globe

As world leaders seek to reduce the damage caused by climate change, minimizing methane emissions has become a key focus of research and Steven Hamburg '77 MFS, '84 PhD is at the forefront of the field. His work includes hunting down methane emissions associated with natural gas and oil production, leading the United Nations Environmental Programme's global methane studies, and launching MethaneSAT, the most precise greenhouse gas emissions measuring satellite.

Methane has more than 80 times the warming power of carbon dioxide in the first 20 years after it is released, and a large source of it comes from the oil and gas industry. Through remote sensing, MethaneSAT, set to launch this fall, will be able to accurately quantify and track methane emissions from oil and gas production around the world, for the first time.

"Methane mitigation offers the most powerful tool for reducing the impacts of climate change over the course of the next decades," says Hamburg, who is chief scientist at the Environmental Defense Fund. "We know how to reduce those emissions. We just need the will to do it."

8 MF

11 PhD

182 new YSE alumni joined the community as of May 2022

135 MEM

2 MFS

26 MESc

Students from the Ucross High Plains Stewardship Initiative begin fieldwork on regenerative land stewardship and management practices for working lands at the Noble Research Institute in Ardmore, Oklahoma.

ROB MATTSON / NOBLE RESEARCH INSTITUTE

Members of the Urban Resources Initiative and local partner EMERGE place a shingle oak in New Haven's Quinnipiac River Park, marking URI's 10,000th tree planted in the city.

CLOE POISSON

Immersive Learning in the American West

In a landscape as vast and diverse as the western U.S., becoming a conservation leader requires a wide range of fieldwork and on-the-ground experience. The Ucross High Plains Stewardship Initiative combines experiential learning with applied research and strategic partnerships to provide opportunities for YSE students who are studying land stewardship and conservation in the region.

One of UHPSI's partners is the Noble Research Institute, an agricultural research center in Ardmore, Oklahoma, focused on regenerative land stewardship in grazing animal production. This spring, a group of YSE students traveled to the Institute to gain hands-on experience in adaptive grazing, soil health, wildlife management, regenerative silvopasture, and the economics of livestock production and ranching.

"By being involved with the natural resources and engaging with key stakeholders, students are gaining a much deeper understanding of the complexities within Western land management and the decision-making it requires," says UHPSI program director Michelle Downey.

Expanding the 'Green Revolution'

The field of green chemistry — the design of products and processes to reduce or eliminate the use and generation of hazardous substances — was founded by Paul Anastas, Teresa and H. John Heinz III Professor in the Practice of Chemistry for the Environment at Yale. He directs the Center for Green Chemistry and Green Engineering, which sits at the forefront of what he calls the "green revolution" — making green chemistry information more accessible to the world.

This year, the "revolution" took a major leap forward when the Center was awarded a $12.4 million grant from the United Nations Industrial Development Organization to raise green chemistry awareness and capacity building in six developing nations across the globe. The Global Greenchem Innovation and Network Programme supports green chemistry pilot projects and accelerator programs, with the CGCGE as the lead executing agency, providing leadership, technical content, and training workshops for partner institutions in other countries.

A Milestone Rooted in Community

New Haven — "The Elm City" — was the home of the first public tree planting program in the United States. Today, the Urban Resources Initiative carries on that tradition, working with YSE students, local high school students, community organizations, and volunteers to plant street trees around the city — making the city healthier, cooler, and greener.

This spring, URI planted its 10,000th tree, a milestone marked with a gathering of dozens of members of the New Haven community. The attendees included members of EMERGE, a local group that helps formerly incarcerated people integrate back into their communities and the workforce. URI has partnered with more than 100 individuals through EMERGE, resulting in more than 3,000 trees planted.

Beyond tree planting, URI also works with the local community to restore green spaces, provide "green skills" training to local youths, and construct bioswales to lessen harmful runoff entering nearby waterways.
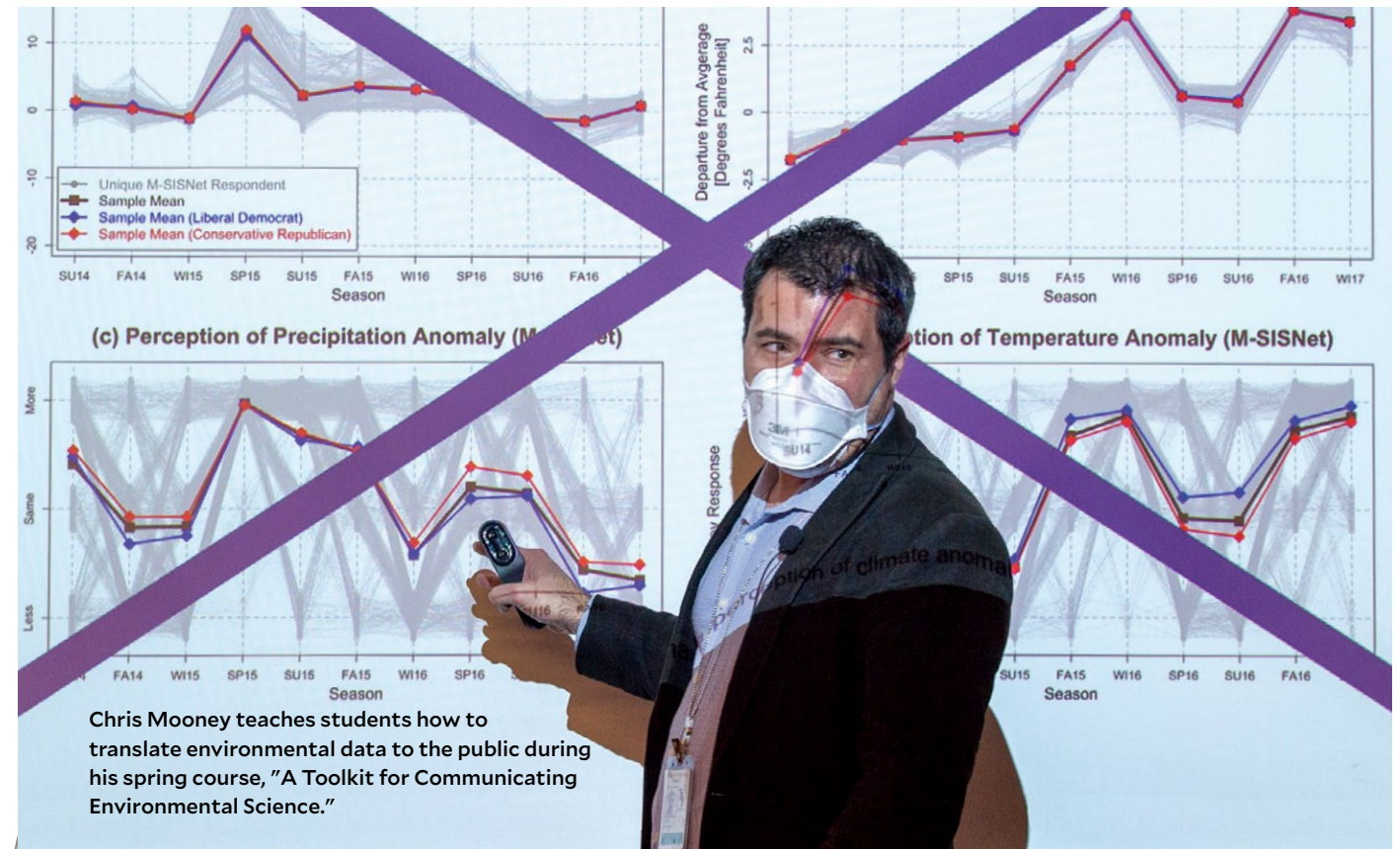
More than **200** participants from more than **25** countries completed YSE's online certificate programs in the 2021–22 academic year: **62** completed ELTI's Tropical Forest Landscapes program and **144** completed CBEY's Financing and Deploying Clean Energy program.

Continuing the momentum

The Yale School of the Environment continues to build on its legacy of knowledge and leadership for a sustainable future and work toward the ambitious goals set out in its 2017 Strategic Plan through its scholarship, teaching, and practice.

Chris Mooney teaches students how to translate environmental data to the public during his spring course, "A Toolkit for Communicating Environmental Science."

CLOE POISSON

GOAL: Build and maintain our leadership on issues of national and international importance

☑ The 2022 Environmental Performance Index, published by the Yale Center for Environmental Law and Policy and research partners, found that almost all countries are not on track to meet the net-zero greenhouse gas emissions goal and more than 50% of global emissions are expected to come from just four countries by 2050: the U.S., China, India, and Russia. Daniel Esty, Hillhouse Professor of Environmental Law and Policy and YCELP director, noted that the index shows that "major countries have much more work to do."

☑ As assistant director for natural resource economics and accounting at the White House Office of Science and Technology Policy, Eli Fenichel has been advising the Biden administration on key environmental issues including nature strategy, valuing ecosystems and natural assets, sustainable oceans, and the social costs of greenhouse gases. Fenichel, Knobloch Family Professor of Natural Resource Economics, was appointed to the White House post in June 2021 and will return to teaching in 2023.

GOAL: Develop areas of emerging strength

☑ This spring, the YSE community, including students and staff, had the opportunity to take a master class in translating and transmitting environmental data for public consumption from Pulitzer Prize-winning Washington Post reporter Chris Mooney. As a guest lecturer, Mooney, who has authored four books on the environment and worked with the National Science Foundation to train scientists on communication techniques, taught "A Toolkit for Communicating Environmental Science."

☑ In collaboration with Yale's Poorvu Center for Teaching and Learning, the Environmental Leadership Training Initiative launched its first Massive Open Online Course (MOOC) — "Tropical Forest Landscapes 101: Conservation & Restoration." To date, more than 2,500 people around the world have enrolled in the course, which features lectures from 12 YSE faculty members and guest contributors.

GOAL: Build on historic strengths through research, training, programs, and initiatives

☑ The Biden administration's climate change mitigation proposals cited a study by Professor of Economics Matthew Kotchen showing that fossil fuel producers in the U.S. are directly benefiting from implicit subsidies on the order of $62 billion a year because of inefficient pricing that doesn't properly account for the costs of damages to the environment, climate, and human health.

☑ Sugar producers in New England, who are under increasing pressures from climate change, are getting help in sustainable maple syrup production from The Forest School at YSE through a new training program for companies and students at Yale-Myers Forest. The Maple Education & Extension Program is hosting training workshops focusing on the sustainable management of sugarbushes. The program also is producing its own maple syrup.

For the second year in a row, the School has seen record-high percentages of doctoral students of color entering the YSE program, representing more than one-third of applicants.

More than **6,320** people attended a three-part webcast hosted by The Forest School at YSE and *Orion Magazine* celebrating the release of the anthology "Old Growth," which focuses on the inner lives of trees.

GOAL: Diversify our faculty, student body, and staff to better address the complex challenges of the future

☑ As inaugural Senior Associate Dean of Diversity, Equity, and Inclusion, Dr. Dorceta Taylor published a strategic plan on DEI goals and initiatives and is leading YSE's DEI office. She expanded its staff in 2022 with the appointments of Robert Javonillo to serve as assistant dean and Chenee Gallaher as assistant director. Javonillo was previously a specialist in faculty development at the National Institutes of Health and taught at two minority-serving universities. Gallaher is a certified diversity facilitative trainer.

☑ For the second year in a row, the School has seen record-high percentages of doctoral students of color entering the YSE program, representing more than one-third of applicants.

GOAL: Create and support new interdisciplinary scholarship, teaching, and outreach

☑ A new seminar co-taught by Ken Gillingham, professor of environmental and energy economics, and Gerald Torres, professor of environmental justice and professor of law, addressed energy justice issues with an interdisciplinary approach. The course drew upon perspectives and data from law, sociology, anthropology, and economics. Topics covered included energy justice, policy and regulation, community advocacy, legal and health implications of energy access inequality, and private sector interactions.

☑ The Center for Business and the Environment's "Corporate Water Risk and Strategy Workshop," which traditionally has been composed of YSE/SOM students, has expanded its efforts to include graduate students from across Yale. The six-week course strengthens students' understanding of water risk management across supply chains — from agriculture to corporate operations — and requires students to develop solutions to present to a client. In 2021, students worked with Bonduelle, a French family-run company and world leader in ready-to-use vegetables.

Help us continue the momentum

Your support will enable us to add further breadth and depth to our record of excellence and leadership of environmental efforts across the University.

SOME OF OUR GOALS IN THE NEAR FUTURE:

☐ Develop resources for new programs and professorships:
- urban systems and environmental justice
- environmental data
- environmental leadership
- climate change mitigation, communication, and policy

☐ Increase scholarship support for master's students of all backgrounds

☐ Raise funds to create new professorships and boost faculty recruitment for inclusive excellence

☐ Expand the doctoral program to broaden our research impact and scholarly influence
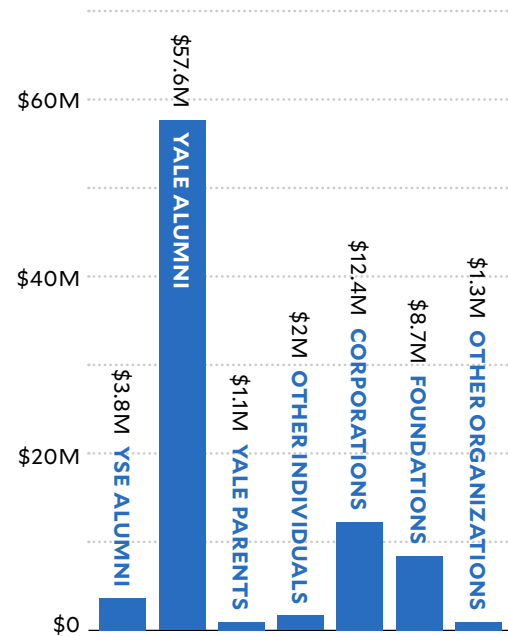
Financial Highlights

FY22 was a record fundraising year for the fourth consecutive year. In looking at the graphs below and opposite page, important notes to consider are:
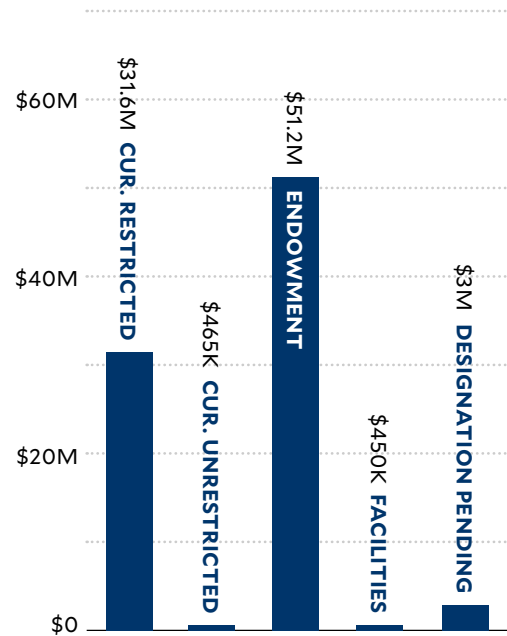
- The majority of the funds raised this year are restricted to specific programmatic goals and cannot be repurposed for other needs.

- Additionally, the majority of YSE's existing endowed funds (scholarships, professorships, etc.) are similarly restricted.

- Although the School's endowment is managed as part of the greater Yale University endowment, we are a self-supporting school within the University, and in fact, we pay Yale each year for our share of central services such as the library, fire and police protection, etc., through the University Services Assessment (12% of the School's expenses on the chart at right).

FY22 COMMITMENTS** = $86,682,903

COMMITMENTS BY SOURCE

- $3.8M YSE ALUMNI
- $57.6M YALE ALUMNI
- $1.1M YALE PARENTS
- $2M OTHER INDIVIDUALS
- $12.4M CORPORATIONS
- $8.7M FOUNDATIONS
- $1.3M OTHER ORGANIZATIONS

COMMITMENTS BY AREA

- $31.6M CUR. RESTRICTED
- $465K CUR. UNRESTRICTED
- $51.2M ENDOWMENT
- $450K FACILITIES
- $3M DESIGNATION PENDING

Data based on rounded numbers

**Gifts and new pledges

$67.4m
FY22 REVENUE

46% Endowment income
i.e., scholarships, professorships, and other related funds

21% Gifts

19% Grants & contracts
federal, corporations, and foundations

11% Tuition
net of scholarships

Tuition: $15.7m
Discount: $8.4m
Net: **$7.3m**

3% Other income

$61.9m
FY22 EXPENSES
net of transfers

Revenue over expenses is due to fundraising for restricted purposes.

54% Salaries & benefits

15% Facilities costs

12% University Services Assessment

9% Other non-salary expenses
net of transfers

7% Fellowships, stipends, and student health

3% Grant subawards

Gifts to YSE create a foundation upon which our entire School is built.

Yale School of the Environment's singular approach in producing knowledge and leadership for a sustainable future has led to the creation of groundbreaking solutions with global impact.

Thanks to the support of generous alumni and friends, our world-class faculty can continue conducting innovative research across many disparate yet interconnected disciplines. Our remarkable students can graduate with unparalleled knowledge, skills, and experiences, backed by a curriculum that balances breadth and depth. YSE alumni can go out into the world as leaders, ready to solve our most pressing environmental challenges.

We will continue to lead, building upon our foundation of strength in research, education, and outreach, relentlessly pursuing an ambitious path to a sustainable future. Each and every dollar is essential for making this mission possible.

Make a gift to YSE today to join those who've helped create and sustain this inspiring momentum for our School and our community! Go to environment.yale.edu/giving or use the attached envelope to contribute. Contact YSE's Office of Development and Alumni Services at 203-432-9958 or email dev.alumni.yse@yale.edu for more information.

THE POWER OF THE YSE ANNUAL FUND

IN FY22, THE YSE ANNUAL FUND COLLECTED

954

CASH GIFTS THAT WERE IMMEDIATELY SPENDABLE, TOTALING

$426,141

WHICH REPRESENTS

94.7%

OF OUR GOAL AND HELPED TO SUPPORT FINANCIAL AID, DEAN'S PRIORITIES, DIVERSITY AND INCLUSION EFFORTS, AND THE FOREST SCHOOL.

EVERY GIFT MATTERS!

Investments of time, energy, and counsel make a big difference.

The alumni and friends who volunteer on our boards play a critical role in shaping the Yale School of the Environment for future generations and set an inspiring example for members of the YSE community. We thank all of them for their service and commitment to our School.

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Gary Barrett ’96 MF

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Carl W. Knobloch, Jr. Dean

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*Associate Dean, Development &
Alumni Services*

Gordon Geballe ’75 MS, ’81 PhD
*Associate Dean for Student
International Engagement*

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John Wargo ’84 PhD

Staff Representative:

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◉ Delegate to the Yale Alumni Association Assembly
❋ Term ends 2022

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11th Hour Project
Additive Manufacturer Green Trade Association
April International Enterprise Pte. Ltd
Aramco Services Company
Arcadia
Arvella Investments
Avangrid, Inc.
BAND Foundation
Biomimicry Institute
BNY Mellon
Boeing
BTG Pactual Timberland Investment Group
Center for Applied Environmental Law
   and Policy
Charities Aid Foundation
Circle of Service Foundation
Climate and Land Use Alliance
ClimateWorks Foundation
The Community Foundation for Greater
   New Haven
Connecticut Association of Conservation Districts
Dalberg Catalyst
The Arthur Vining Davis Foundations
Detroit Zoological Society
Doris Duke Charitable Foundation
DTE Energy Foundation
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   Tides Foundation
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The Endeavor Foundation
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Environmental Grantmakers Association
Federal Express Corporation
Food & Agriculture Organization of the
   United Nations
Ford Foundation
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Fund for Nonprofit News at The Miami
   Foundation
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The Heinz Endowments
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Charles Stewart Mott Foundation
National Philanthropic Trust
National Wildlife Federation
The Nature Conservancy
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The Ohio Environmental Council
Olam International UK
Onpeak Capital
Overhills Foundation
The David and Lucile Packard Foundation
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Pratt & Whitney
Raytheon Technologies
Re:Wild
Resources for the Future
Rockefeller Brothers Fund
Rockefeller Philanthropy Advisors
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