THE PHILANTHROPIC MAGAZINE OF HARPER COLLEGE



**SUMMER 2016** 

PROMISE PROGRAM: Area donors invest leadership gifts as program gains traction

"JUST AS RIPPLES SPREAD OUT WHEN A SINGLE PEBBLE IS DROPPED INTO WATER, THE ACTIONS OF INDIVIDUALS CAN HAVE FAR-REACHING EFFECTS." - DALAI LAMA



DONORS AND STUDENTS CONNECT AT REALIZING DREAMS BREAKFAST

FOUNDATION THANKS RETIRING BOARD MEMBER

NEW SCHOLARSHIPS DEVELOPED

Harper College EDUCATIONAL FOUNDATION



# FOUNDATION BOARD PRESIDENT KATHLEEN A. GILMER

This month, I will have fulfilled my two-year term as the President of the Harper College Educational Foundation Board of Directors. During these past two years, I have had the pleasure to meet many of the students who have received support through Harper College Educational Foundation scholarships.

From students who are beginning their post-secondary education at Harper College directly out of high school to those adults who are returning to Harper to learn new skills or pursue a dream, Harper students should be commended for their dedication and determination to achieve their goals.

Through the generosity of our donors, this past academic year the Foundation awarded 470 scholarships to Harper College students. We all know that these scholarships provide financial support to students, but there are other benefits of receiving a scholarship that are not as tangible.

Students have remarked, time and time again, that the scholarship support they received encouraged them to persevere and to accomplish their goals; they knew that had people believing in them and supporting their journey. As we celebrated graduation on May 21, and watched our new Harper graduates move forward to their new goals, we want to thank all of you helped to make their dreams a possibility.

We have begun many new initiatives over the past two years – the HOPE Giving Circle, The Promise Scholarship Program, and the Dream Big Angel Grants are just a few new programs that will help future Harper College students. The creation of these programs is possible only through your generosity and your vision of how education can empower students – and help strengthen communities.

It's been an honor to meet many of you these past two years, and to learn more about your passions and the reasons why you choose to help students achieve their dreams. Thank you for your support, your generosity and your vision of a better future.

With gratitude,

athlur Gilmer

Kathleen Gilmer

# CULTIVATING AN ENTREPRENEURIAL CULTURE AT HARPER COLLEGE

Colleges and universities are investing in the development of their students' entrepreneurial skills. While many students dream of starting the next Facebook® or Twitter® (both of which were started by students), universities are more focused on the pedagogical value of entrepreneurship as a set of skills that can be applied across professional environments and activities to supplement the students' classroom experience.

Harper College's Innovation and Entrepreneurship program launched in 2015 with a focus of inspiring students, faculty, alumni and entrepreneurs to implement and bring to reality their creative business ventures and ideas.

In addition, Harper College is the Northwest Suburban regional site of the Illinois Small Business Development Center. The SBDC network of centers are located throughout the Chicagoland area, including at most of the Community Colleges in our area. The Illinois Small Business Development Centers throughout the region work together to ensure entrepreneurs and small businesses have access to the resources and training needed to develop and grow.

### In the "Real World" You Can Be Your Own Boss.

Many people dream of starting their own business but do not have the resources or support necessary to ensure success. Harper College's entrepreneur certificate program is a unique option for students or community members who are starting a new business or wanting to grow an existing one. The Entrepreneurial Program along with the Illinois Small Business Development Center at Harper College is designed to support both emerging and active entrepreneurs. The programs assist emerging entrepreneurs in building a solid foundation for their new business.

### Dream Big-Angel Grant Purpose:

Starting a new business or expanding and growing a company are contingent on start-up funds or funding from an angel investor who will back your project. Often the challenge is to find the right angel investor who is passionate about your business.

Through the support of Kim Duchossois the **Dream Big**—**Angel Grant** was established to award new businesses innovative seed money for the development of prototype development, new business start-ups or current business expansion. Funding for the **Dream Big**—**Angel Grant** is awarded through the submission of proposals on a rolling basis, and reviewed by a committee of business advisors, Educational Foundation Board members, SBDC staff and Entrepreneur Faculty.

### **Benefits:**

The **Dream Big**—**Angel Grant** is about *"helping those who are trying to help themselves."* In other words, the program addresses and responds to the entrepreneurial spirit of individuals needing a helping hand. Our primary focus will be to attract only those people who are motivated, focused, and willing to put in hard work and are seeking opportunities to uplift their current or emerging business.

The first group of **Dream Big—Angel Grants** will be awarded this fall. We thank Kim Duchossois for her generosity and her vision for supporting Harper College's entrepreneurs!

For more information about Harper College's Small Business Development Center and resources for entrepreneurs, please visit harpercollege.biz. "Small Business Development Centers are a great resource for small business owners. SBDCs provide no cost one-on-one consulting to new and growing companies. Here at Harper, we have an experienced team of advisors that work with small business owners on financing, business viability, strategy, marketing, pricing, hiring, management and more. We also offer short workshops, seminars and networking opportunities for small business owners. For more info, visit harpercollege.biz"

Tom Cassell, Small Business Workforce
 Development Manager, Harper College

# **REALIZING DREAMS** BREAKFAST



San Hwang (center) with scholarship donors and Harper College Distinguished Alumni Laurie Turpin-Soderholm (left) and Robin Turpin (right).

More than 150 guests gathered at the Realizing Dreams Breakfast to recognize and thank donors for their generosity toward Harper College students. Recipients of 2015-16 scholarships were invited to join the donors that created their scholarships; also in attendance were donors who made gifts of \$1,000 of more during the past year. The event allowed the Harper College Educational Foundation to thank our donors for their continued generosity and support of students. The event introduced students and donors and provided time for them to learn more about one another. More importantly, the event allowed our students to thank their donors for helping them realize their dreams. "To all the donors in this room, thank you again and again for your warm, selfless hearts. Your contributions will never go unnoticed, as you will find that the students you end up supporting are some of the greatest individuals out there. They are ambitious, fearless and yet humble. Humble because it is with the help of you donors that has given them the fuel to be dream chasers. Please remember that your generous donations inspires these students and will continue to inspire the next wave of student dreamers. From the bottom of my heart, I thank you for realizing our dreams."

 San Hwang, Recipient of the Shirley L. and Howard A. Turpin Scholarship for Dreamers and the Walter E. and Elizabeth M.
 Schroeder Memorial Endowment.

### FROM THE DESK OF KENNETH L. ENDER., PHD. PRESIDENT OF HARPER COLLEGE



Across our nation, more than any other time in our history, colleges and universities are facing tremendously complex challenges. We are being called on to be more economically accessible, to prepare our graduates for success in a global world, and to ensure that higher education remains a wise investment in the future.

Harper College has taken important steps to meet the changing needs of our students, our stakeholders, and our community. With our newly adopted strategic plan, we have the foundation and opportunity to build on those things we do best, to identify areas for improvement and redesign, and to reconnect with the needs of our stakeholders.

This comprehensive and forward thinking Strategic Plan is the culmination and product of a community wide effort which engaged students, faculty, staff, business leaders and community members in multiple ways — surveys, focus groups, and strategic planning meetings. The values of openness, inclusiveness and transparency guided the entire planning process, and will continue to inform and guide the Implementation phase of this plan. The new strategic plan directives and goals are as follows:

### STRATEGIC DIRECTIONS

**Inclusion** — Foster an environment that values and respects each member of Harper's diverse community and actively encourages cross-cultural engagement.

**Engagement** — Foster and support a culture of engagement throughout the College.

Achievement — Enhance and support the academic environment in ways that lead to increased student achievement and facilitate greater equity of student success across demographic groups.

### STRATEGIC GOALS

**Student Experience** — Provide experiences that support the ongoing needs of our diverse student community through purposeful interactions and college-wide responsiveness to meet student goals.

**Curriculum and Instruction** — Evaluate curriculum and assess outcomes to provide optimal and diverse educational opportunities for Harper students.

**Stewardship** — Dedicate resources, both human and financial, to optimize student success, while remaining responsive to external trends and issues that have documented effects on the College.

Alignment of Employee Skills with Strategic Directions — Expand and support professional development opportunities to enhance employee knowledge and skills with respect to the strategic directions and goals.

Achieving Educational Goals: Academic Planning and Pathways — Establish practices that empower and support students in exploring and identifying academic options for effective planning and progress toward achieving their educational goals.

As President of William Rainey Harper College, I am proud of our directions we are embarking on toward student success and institutional excellence.

Warm regards,

Kenneth L. Ender,., Ph.D. President, Harper College

# NEW SCHOLARSHIPS DEVELOPED

The Harper College Educational Foundation is honored to be the recipient of several new scholarships created to help Harper students. We thank the donors who founded these scholarships for their commitment to helping Harper students achieve their dreams.

- Eric Holt Memorial Scholarship Established by Kelly and Will Holt
- Finishing Strong Engineering Transfer Scholarship –
  Established by an Anonymous Donor
- Golden Corridor Advanced Manufacturing Partnership Scholarship — Established by the Golden Corridor Advanced Manufacturing Partnership, NFP
- HOPE Scholarship Established by the HOPE Giving Circle
- Mary Jane Kirkwood Family Endowed Scholarship Established by Mary Jane and Stephen Kirkwood
- Rotary Club of Schaumburg/Hoffman Estates Emergency Fund—Established by the Rotary Club of Schaumburg/Hoffman Estates Charitable Foundation
- Rotary Club of Schaumburg/Hoffman Estates Fishing Well Scholarship – Established by the Rotary Club of Schaumburg/ Hoffman Estates Charitable Foundation



Scholarship recipients met with their scholarship donors at the Harper College Realizing Dreams Breakfast

- Rotary Club of Schaumburg/Hoffman Estates Transfer Scholarship — Established by the Rotary Club of Schaumburg/ Hoffman Estates Charitable Foundation
- The Rotary Club of Palatine Endowed Scholarship Established by the Rotary Club of Palatine
- Wilford Family Endowed Scholarship Established by David and Denise Wilford

To learn more about supporting Harper College students through scholarships, please contact Lauren Chilvers, Scholarships Coordinator at 847.925.6305 or Ichilver@harpercollege.edu

# HARPER RECEIVES TOP HONOR

When Dr. Ender took the reins at Harper, he found faculty and staff who were hungry for a College-wide strategy that emphasized student success. Too many students weren't completing enough of the certificates and degrees they had come to college to earn, and people wanted to change that.

Achieving the Dream, a national reform network dedicated to helping community college students succeed and finish what they start, recognized the strides Harper has made since uniting around that common agenda.

The organization honored the College with the 2016 Leah Meyer Austin Award, which recognizes an Achieving the Dream institution that demonstrates outstanding achievement in creating policies, practices and a culture of equity and excellence in support of student success. The award comes with a \$25,000 prize.

"I'm delighted and proud, but not necessarily surprised, that Harper is receiving Achieving the Dream's highest prize," Dr. Ender said. "It's a reflection of the collaborative work we all do day in and day out."

Achieving the Dream pointed to several student success-driven initiatives as contributing to the Leah Meyer Austin Award. All focused on moving to more collaboration and an integrated approach to excellence, including the College's strategic plan, the Promise Scholarship Program and the faculty-led partnership with sender high school districts that resulted in an impressive increase in the number of students beginning their postsecondary experience ready to enroll in college-level math. The overall effect has been transformational, with the graduation rate among fulltime, first-time students jumping from 14 to 24 percent.

In February, Achieving the Dream nationally recognized Harper at its annual meeting that brings together more than 1,900 influential policy-makers, investors, thought-leaders and practitioners from around the world. Harper had the opportunity to share the College's story with more than 200 of its peer institutions.

# GAINING TRACTION: **PROMISE** PROGRAM

In the Wagner household, how to go about paying for college has become an increasingly worrisome issue. To his parents' disbelief, Russel is already a freshman at Palatine High School, and he has five younger siblings following his footsteps.

That cloud of financial uncertainty largely lifted, however, when his parents learned about Harper's Promise Scholarship. Public high school students can receive two years of free tuition—if they are willing to earn it.

Russel was quick to sign up, and he's in extremely good company.

Nearly 4,800 eligible freshmen in Harper's sender high schools—or about two-thirds overall—signed up to be part of the initial Promise cohort. They're committed to maintaining solid grades, good attendance, not repeating classes, graduating on time and providing public service to their community. Tracking those metrics began in January, giving freshmen a semester to acclimate to high school.

Interest in Promise was strong across the district, especially at Buffalo Grove and Elk Grove high schools, where more than 90 percent of freshmen got on board.

High school districts were primarily responsible for communication with students and parents, but Harper did provide outreach support. Methods included email blasts, visits to classes and study halls, letters home and website postings. Harper administrators also



Future Harper College Promise Scholars

attended orientation sessions and events for eighth-graders and their parents.

As the word continues to get out, support has flooded in. Harper now counts more than 40 businesses and organizations among its growing pool of Promise Business Partners who want a program that develops skills and habits that will help students succeed in college and provide businesses with smart, skilled and motivated employees. Two individual donors have also made million-dollar investments.

"I work in construction, and this is just a tremendous opportunity for our family," says Russel's dad, Mike Wagner. "It's a gamechanger for us."

## HELPING STUDENTS GO FORWARD: PROMISE SCHOLARSHIP **BUSINESS PARTNERS**

Our Promise Scholarship Business Partners are critical to the program's success.

The criteria for the Promise Scholarship was developed to promote life skills and habits so students succeed in college and in the workplace. Our business partners will soon be providing interviewing and job shadowing experiences for Promise students.

Interested in becoming a Promise business partner? Visit harpercollege.edu and click on Harper College Promise Scholarship.

### **Promise Scholarship Business Partners:**

- Acme Industries
- Allpoints Inc
- Annie's Resale for the World
- Aronson Advertising
- Atomatic Mechanical Services
- Baxter International
- BMO Harris
- Bright Stars Academy Early Childhood Education Center
- Chartered Consultants, Inc.
- Chicago Prime

- Clementi's Pizzeria & Bar
- D. M. Re & Associates Inc. (Insurance Agency)
- Daily Herald Media Group
- Dial Tool Industries
- Divine Signs, Inc
- Engis Corporation
- Fabricators & Manufacturers Association, International (FMA)
- Faith Community Homes
- First Bank of Highland Park
- Grade Power Learning Palatine

# AN INVESTMENT IN THE COMMUNITY



Kim Duchossois

In the summer of 2014, the Harper College Educational Foundation Board of Directors made a momentous decision to raise \$5 million to support the Harper College Promise Program. The Promise program, created through collaboration with Harper College, High School Districts 211, 214 and 220, and local business leaders aims to make College affordable by offering free tuition to students who have earned it. Eligible to sign up during their freshman year of high school, students must meet requirements focusing on attendance, graduation, grades, college readiness and community service while in high school. If this criteria is met, students will earn one free "This level of personal support to Harper is an extraordinary privilege. That my decision continues to be affirmed by escalating awareness and endorsement of the comprehensive, socioeconomic benefits both of these programs will provide... is thrilling. I am confident high caliber community colleges led by innovative, relevant leadership and exemplary teachers and communicators will be powerful game changers. Prudent stewardship of these new opportunities as well as continued collaboration with feeder districts enabling early vision and a solid continuum, is paramount. I applaud President Ender, the Foundation Board and all others instrumental in placing Harper at the forefront of this vital movement."

Kim Duchossois

semester tuition at Harper College. Students can continue earning free tuition if they meet similar criteria while enrolled at Harper. All in all, students can earn up to 60 free credit hours at Harper College.

This year, the Foundation celebrates the generosity of community and business leaders who have invested in the Harper College Promise program. Vince and Pat Foglia and Kim Duchossois have each invested leadership gifts in the program.

- Hodgson Consulting & Solutions
- Imperial Woodworking Company
- IMS Buhrke-Olson
- Iverson & Company
- JP Wood Martial Arts
- Just Tires
- Keller Williams Team Realty
- Kelley, Kelley & Kelley
- Kramer Photography
- Lake Cook Exteriors
- Legat Architects
- Marin Auto Body / Palatine Complete Automotive
- Max Services, Inc
- Meet Chicago Northwest

- MeritCorp Group LLC
- Mortenson Construction
- Mother G
- Motorola Solutions
- Nation Pizza & Foods
- Northern Trust Company
- Nu-Way Industries, Inc.
- OMET Americas, Inc.
- P-K Tool & Manufacturing
- Power Construction Company LLC
- Quality Computer Partners
- Renaissance Schaumburg Convention Center Hotel
- Rohrman Auto Group
- Schaumburg Bank & Trust Company NA

- Schaumburg Business Association
- Schaumburg Park District
- Schaumburg Township District Library
- · School of Rock Arlington Heights
- State Farm Scott Weer Agency
- Takeda Pharmaceuticals U.S.A., Inc.
- The Matrix Group
- The Steel Supply Co.
- Tishma Innovations
- TJ Erbach & Associates, LLC
- Touch Tunes
- TransTech IT Staffing
- Woods Event Management
- YMCA

# HOPE GIVING CIRCLE EVENT

Nearly 50 women gathered on April 7, 2016 for the HOPE Giving Circle Women in Manufacturing Breakfast. The event, for current and prospective members alike, focused on the vast opportunities for women in the manufacturing industry. Guest speakers included Teresa Beach-Shelow, Owner and President of Superior Joining Technologies, Inc., Dr. Mary Beth Ottinger, Dean of Career and Technical Programs at Harper, and Michelle Mabry, a student in Harper's Advanced Manufacturing Program. Sponsors for the event included Weber-Stephen Products LLC, Hoffman Estates Community Bank, Chicago Prime Italian and Chicago Prime Steakhouse.

The HOPE Giving Circle will award its inaugural scholarship this summer. A \$10,000 scholarship will be awarded to help a student with her final year of study at Harper College and the first year



Harper College manufacturing student, Michelle Mabry (left), with Lori Meier, Chair of the HOPE Giving Circle and Teresa Beach-Shelow, event speaker.

at her transfer school. Scholarship recipients will be offered mentoring opportunities with members of the HOPE Giving Circle. For more information about becoming a HOPE Giving Circle member, please contact Fredia Martin at 847.925.6701 or fmartin1@harpercollege.edu

# CREATE YOUR LEGACY

Your support is of great value to us, and we want it to be rewarding for you as well. We're happy to announce that we've expanded our website to provide you with additional resources including financial tools that can help as you plan your gift to us see what gifting options provide you with the most benefits.

Visit harpercollege.plannedgiving.org to learn how a gift to us can go to work for you, by increasing your income or delivering a tax deduction for items that you can no longer use or maintain. A planned gift can also provide benefits to your family and loved ones, and our new website will show you how. For instance, did you know that...

- You can make a gift using appreciated securities and realize *larger* tax savings than if you had used cash?
- You can make a gift that costs you nothing during your lifetime?
- You can *preserve your estate* for your children and deliver years of income to us?
- You can donate your house, take a tax deduction, and continue to *live in it rent-free*?
- You can turn surplus life insurance coverage into a gift?

If you prefer to speak over the phone, just contact us and we'll be glad to guide you through it. Please contact Heather Zoldak at 847.925.6319 or hzoldak@harpercollege.edu for more information.

# SAVE THE DATE

### 50th Anniversary Gala

Saturday, September 16, 2017 Priester Aviation, Chicago Executive Airport, Wheeling

### HONORARY CHAIRS

Dee Beaubien Greg and Anna Brown Rita and John Canning Kim Duchossois Drs. Ken and Cathy Ender Vince and Pat Foglia Kathy and John Gilmer Terry and Renee Graber Diane Hill Rich Hohol Georgeanna and Gregg Mehr Airport hangar provided by Charlie and Erika Priester / Priester Aviation



# SCHOLARSHIP FUND

When Linda Kolbusz and Ken Kosan married in 2005, they chose to use their wedding gifts to create a scholarship to support Harper College students. Ten years later, the scholarship is now endowed and more than 15 students have benefitted from Linda and Ken's thoughtful intent.

Linda and Ken created the Kolbusz-Kosan Endowed Scholarship Fund to support first-time college students and to help them with not only the cost of tuition and fees, but also to help eliminate the impediment of other expenses like transportation and childcare, that can oftentimes prevent students from enrolling in school.

This year's recipients of the Kolbusz-Kosan Endowed Scholarship Fund are Edgar Allen and Maria Raju.

Edgar was born in Mexico, moved to the United States and served three years in the United States Army. Edgar is a first-generation college student, and is a member of Harper's Honor Program. He is studying accounting and will transfer this fall to DePaul University, where he will obtain a bachelor's degree in business.

Maria, a first year student at Harper College, was raised in India. At Harper, she is involved with the Biology Club, India-Pakistani Club and traveled to Costa Rica over the winter break with the Harper

College International Studies Program. Maria's goal is to become a doctor, specializing in obstetrics and gynecology.

In addition to the funding received from the scholarship, scholars to Ken and Linda's scholarship receive much more. Linda, the former Associate Vice President of Development and Governmental Relations at Harper College, takes pride in connecting students with others in the community who can help them with their future goals. "One of the jobs that I had (at Harper) – and I say it was a job, but it was a passion, was working with student leaders. I'm able to connect former student leaders with the current scholarship recipients and the former scholarship recipients. And that's always good because they're able to network among themselves and be able to provide beyond the scholarship at Harper for each other with opportunities to meet other people and be successful."

Linda and Ken continue to donate to their scholarship by making tribute gifts annually. Ken says, "Donating to the scholarship in memory of someone or in celebration of an event has been a great way for us to recognize accomplishments and big events in the lives of our friends and family and still be able to contribute to the scholarship so that it grows every year."

# RETIRING BOARD MEMBER

At the June 7 Harper College Educational Foundation Board meeting, Martha Bell retired from the Harper College Educational Foundation Board of Directors and was honored for her 25 years of service to the College.

Martha joined the Harper College Educational Foundation Board of Directors in 1991. Over the years, Martha has served the Foundation in many capacities, including chairing the Art Committee and the Gala Committee and serving as the first female president of the Foundation Board. She is an advocate of the arts and was instrumental in growing the College's art collection to the largest public art collection in the Northwest suburbs. In 2008, Martha received the James J. McGrath Recognition Award, honoring her for her outstanding community service to Harper College.

Martha, along with her late husband, Glen Reeser, established two scholarships to help Harper College students. The Jackie Bukacek Endowed Scholarship and the Glen Reeser Scholarship to Promote Creativity in STEM Studies were created to support students studying art. Martha has established an estate gift



Martha Bell

to Harper College, which will support the arts at the College for generations to come.

We are grateful for Martha's commitment to Harper College students and to promoting the arts in our community, and express our deep appreciation for her dedication and friendship over the years.



Jerry Smoller

The James J. McGrath Recognition Award was started by former Harper College President, James McGrath as a tribute to those special people who have unselfishly given time, effort and funds to uphold the excellence of the institution.

The McGrath Award has been awarded to 31 recipients since its inception in 1986. The 2016 recipient is Gerald "Jerry" Smoller. A practicing attorney for more than 40 years, Jerry is a principal in the law firm of Kovitz Shifrin Nesbit. Jerry graduated from the University of Illinois with a Bachelor of Arts degree and from

# JAMES J. MCGRATH RECOGNITION AWARD

Chicago Kent College of Law with a Juris Doctor, with high honors. While in law school, he was editor-in-chief of the Law Review and achieved various awards for his academic excellence. Jerry's law focus is commercial real estate, estate planning law and general corporate work.

Jerry regularly counsels clients in the purchase and sale of their businesses and represents them through the transaction as well as structuring the family's estate plan. He has served as an arbitrator in Cook County's Mandatory Arbitration Program and has lectured in the field of estate planning. Jerry has been selected by his peers as an Illinois "Super Lawyer" in Super Lawyers Magazine (2009-2007-2006). He has served on the Foundation Board for 17 years and was bestowed the title of Emeritus Board Member after his first nine years of service.

# EDUCATIONAL FOUNDATION 2016-2017 BOARD MEMBERS

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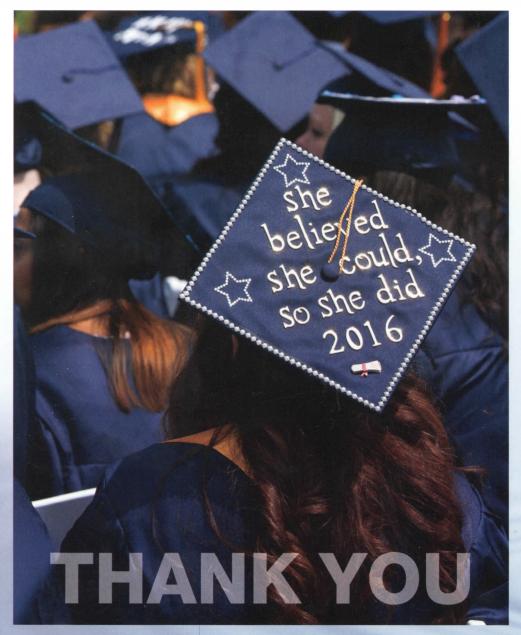
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**Return Service Requested** 



The Harper College 2016 Commencement Ceremony—the largest in the College's history—was held on Saturday, May 21, 2016 at the campus' new Outdoor Pavilion. Many of the graduates are recipients of Harper College Educational Foundation scholarships—including Eri Svenson and Amanda Drexeler.

Eri Svenson and Amanda Drexler say they wouldn't be the people they are without the mentors, motivators and generous donors who enriched their time at Harper. Eri and Amanda are recipients of the Jack Kent Cooke Foundation Undergraduate Transfer Scholarship, widely acknowledged to be the most prestigious—and most generous—transfer scholarship in the nation. Scholarships fund the costs of attending a four-year college or university up to \$40,000 a year, plus internship stipends, study abroad and networking with other Cooke scholars and alumni.

On behalf of our graduates, we thank the many donors and friends who have supported Harper students and helped them to reach their goals. We look forward to hearing about the impact our Harper graduates will have on the future!

Harper College is committed to the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status or sexual orientation. 22161 5/16 TC