



Vanessa Countryman, Secretary
Securities and Exchange Commission
100 F Street, NE
Washington, DC 20549-0609

Re: Request for Comments on Proposed Rule Change to Adopt Listing Rules Related to Board Diversity SR-NASDAQ-2020-081

[Catalyst](#) appreciates the opportunity to comment on NASDAQ'S proposed rule change related to board diversity. Our organization is a global nonprofit working with some of the world's most powerful CEOs and leading companies to help build workplaces that work for women. Founded in 1962, Catalyst drives change with pioneering research, practical tools, and proven solutions to accelerate and advance women into leadership – because progress for women is progress for everyone.

We commend NASDAQ for calling attention to the importance of achieving greater gender, racial, and ethnic diversity in corporate leadership. This proposed rule change acknowledges the growing recognition in the value of having an equitable and inclusive workplace.

Women, particularly women of color, remain woefully underrepresented on [boards](#) and in [leadership](#). Yet, [research](#) suggests that companies with greater diversity increase their ability to attract and retain top talent, increase shareholder engagement, better serve their customer base by reflecting diverse perspectives, and enjoy higher levels of innovation, creativity, and effectiveness.

Clearly, corporations must be proactive in achieving board diversity, and Catalyst supports any effort that encourages an increase in representation of women and underrepresented groups. Again, we appreciate the opportunity to comment on such an important issue.

Regards,

Lorraine Hariton
President & Chief Executive Officer
Catalyst