



December 27, 2020

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

RE: SR-NASDAQ-2020-081

Dear Secretary Vanessa Countryman,

On behalf of The Investment Diversity Exchange (TIDE), we would like to extend our wholehearted support for Nasdaq's new diversity disclosure filed with SEC at the beginning of this month which aims to bring to the forefront the importance of diversity and inclusion within public companies listed on Nasdaq. We believe the commitment Nasdaq has shown to improve board diversity and implement greater transparency will enhance corporate governance, board decision-making, investor protections, investor confidence and lead to appointments on corporate boards for more of the members.

As TIDE's mission is to break down silos and promote diversity to make a broad and global impact within the investment industry, we are completely aligned with Nasdaq's initiatives that adopts policies that heighten women's and minority's role.

Please accept this letter of our support for Nasdaq's proposed rule change related to board diversity. We are encouraged that this will help set the precedence for companies and organizations to embrace diversity.

Respectfully Yours,


Grace Reyes CEO