



January 8, 2021

Vanessa Countryman
Secretary
U.S. Securities and Exchange Commission
450 Fifth Street, N.W.
Washington, D.C. 20549-0069

RE: Support for File No. SR-NASDAQ-2020-081, Related to Board Diversity

Dear Ms. Countryman:

I am writing in support of the Nasdaq proposal to require all companies listed on Nasdaq's U.S. exchange to publicly disclose consistent, transparent diversity statistics regarding members of their board of directors. Robin Hood offers its support for Nasdaq's proposal during this comment period.

Robin Hood, founded in 1988, identifies, supports, and fuels the most impactful and scalable solutions lifting families out of poverty in New York City, with models that can work across the country. This year, Robin Hood will invest nearly \$200 million to provide COVID relief, legal services, housing, meals, workforce development training, education programs, and more to families in poverty in New York City. Robin Hood tracks every program with rigorous metrics, and since Robin Hood's Board of Directors covers all overhead, 100 percent of every donation goes directly to the poverty fight.

Eighty percent of New Yorkers living in poverty are either people of color and/or immigrants. We believe that the lived experiences of people of color, women, and LGBTQ people are critical to addressing the systemic issues that keep people trapped in the cycle of poverty. Further, we assert that diverse representation within corporate leadership and on governance boards result in companies being more competitive and more profitable while promoting a greater sense of equity and economic justice throughout American society.

The absence of representation by people of color and those from other historically marginalized groups on corporate boards only contributes to the growing gulf of economic inequality in America. Giving underrepresented communities a real voice and active engagement in corporate governance creates pathways to further mitigate the harmful effects of generational poverty while opening the door to opportunities for wealth creation, greater economic development in communities where it is needed most while advancing racial equity.

Nasdaq-listed companies extend considerable influence over our daily lives: providing the products and services all Americans need to survive and thrive. As a charity foundation, founded by and still governed by some of Wall Street's largest hedge funds and finance companies, we understand the power of leveraging the voice of corporate entities to be a force for good in addressing the systemic issues underpinning poverty and injustice.

Corporations that lead on equity and inclusion become more durable, have greater resonance with America's diverse consumer markets, and are more creative and competitive in the global marketplace.

By the SEC affirming the proposed rule, it will help to make America's economy stronger, more secure, and our country, more equitable and fairer. Thank you for your consideration of this proposal and we look forward to its adoption.

Elevate,

A handwritten signature in black ink, appearing to read 'W. Moore', with a horizontal line extending to the right from the end of the signature.

Wes Moore
CEO, Robin Hood