

Before the
US Securities and Exchange Commission
rule-comments@sec.gov

In the Matter of)	
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)	
Self-Regulatory Organization's)	File Number SR-
Statement of the Purpose of, and)	NASDAQ-2020-081
Statutory Basis for, the Proposed)	
Rule Change)	

COMMENTS BY JANICE S. LINTZ: PURPOSE: THE DIVERSITY IMPER-
ATIVE FOR CORPORATE BOARDS

January 25, 2021

ISSUE TOPIC:

Nasdaq should add disability to its diversity categories for company boards.

DISCUSSION:

Nasdaq proposes that each of its listed companies, subject to certain exceptions, (i) provide statistical information regarding diversity among the members of the company's board of directors under proposed Rule 5606 and (ii) have, or explain why it does not have, at least two "Diverse" directors on its board under proposed rule 5605(f)(2). "Diverse" means a director who self-identifies as (i) Female, (ii) an Underrepresented Minority, or (iii) LGBTQ+. Nasdaq fails to list disability as a specific category, despite the fact that the Americans with Disabilities Act was passed to recognize the discrimination that people with disabilities face.

People with a wide variety of disabilities are qualified; however, companies don't make efforts to recruit them and are often not given the opportunity to serve. I am CEO of a company promoting disability inclusion and have an auditory processing disability, the same learning disability that poet Aman-

da Gorman has. As my bio below indicates, people with disabilities, including myself, are fully capable of serving on a board.

BIO:

I am Janice S. Lintz, CEO of Hearing Access & Innovations (HAI) (f/k/a Hearing Access Program). I am a recipient of the 2018 Bill & Melinda Gates Foundation Goalkeepers Partnership with ThePointsGuy.com; 2016 Aspen Institute Spotlight on Health Scholar; 2016 Nominated United State of Women Changemaker by the White House, the US Department of State, the US Department of Labor, and the Aspen Institute; 2015 Delta Salutes; 2008 People magazine's Heroes Among Us; and member of the following: 2013-2015, US Access Board's Committee on Rail Vehicle Accessibility; 2009, NYC Mayor's Office Taxi of Tomorrow Stakeholder Committee; 2008-2014, New York State Interagency Council for Services to the Deaf, Deaf-Blind, and Hard of Hearing, established by Governor David A. Paterson (not currently funded); 2007-2008, US Access Board's Passenger Vessel Emergency Alarms Advisory Committee; 2006-2015, Lower East Side Tenement Museum's Advisory Board; 2004-2008 (two terms), FCC Chairman Kevin J. Martin's Consumer Advisory Committee; and a current member of the Syracuse University Burton Blatt Institute's Advisory Board since 2012. Also, I frequently write on topics related to hearing loss.

Respectfully submitted,

Janice S. Lintz, CEO Hearing Access & Innovations, Inc, Brooklyn, NY