Addressing Equity By Diversifying Medicaid Leadership

State Medicaid leaders should mirror the populations they serve — with respect to race and ethnicity, age, gender and sexual identities, and lived experience — to best respond to the needs of the 85+ million people covered by Medicaid and CHIP across the United States. There are key opportunities to ensure a robust pipeline of strong and diverse Medicaid leaders.

Current Lack of Diversity in Medicaid Leadership

- Medicaid leaders often don’t reflect the populations they serve
- Lived experience is uncommon (or unknown) among Medicaid leaders
- Lack of staff leadership development

Benefits of Diversity in the Leadership Pipeline

- Ensures that leaders reflect the populations they serve and better understand the needs, barriers, and strengths of Medicaid members
- Better equips Medicaid programs to propose diverse and effective solutions that address health disparities
- Enhances leaders’ ability to navigate relationships with diverse stakeholders due to shared experiences

Importance of Fostering Development of Internal Staff

Since most agency leaders are recruited from within, understanding how to help diverse, internal staff rise into leadership positions is critical.

Opportunities to Diversify the Medicaid Agency Leadership Pipeline

Reinforce the internal pipeline
- Conduct individual development planning
- Create mentorship opportunities

Build staff leadership skills
- Offer leadership development programs
- Provide job shadowing opportunities

Bolster recruitment efforts
- Clarify job descriptions to broaden candidate pools
- Expand dissemination strategies and networks

To learn more, read the CHCS report, Exploring the Pathways to Medicaid Leadership, available at www.chcs.org/resource/exploring-the-pathways-to-medicaid-leadership/.