



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