

## EMERGENCY MEDICINE @ NJMS

“OUR INCLUSIVENESS IS INTENTIONAL BECAUSE EXCELLENCE REQUIRES A DIVERSE COMMUNITY...”

OFFICE FOR DIVERSITY AND COMMUNITY ENGAGEMENT



### Cynthia Santos, MD

Assistant Professor

One of the driving factors in my decision to join the Rutgers NJMS community was the diversity of the faculty, resident, student, and patient populations. Many of us became doctors to help the underserved, especially in the very busy emergency department that serves as a safety net for this community. In the academic setting as well, Rutgers mentors have provided me the support to further this passion. As a medical toxicologist interested in global health, I helped create a course to teach toxicology around the world in areas that lack formal training. I am also developing a global surveillance program to help monitor for symptoms related to toxic exposure sites in low and middle-income countries. As a Dominican-American, I benefited from going to public school in a diverse urban environment, and I believe everyone should have access to excellent academic training and quality medical care.

### John Paul Sanchez, MD, MPH

Associate Dean, Diversity and Inclusion & Associate Professor



I came to NJMS because the institution strives to value all aspects of human diversity. As a Latino gay man, NJMS has afforded me visibility in identity and the opportunity to serve on behalf of the institution for the betterment of our trainees, staff, patients and the Newark community. As Associate Dean for Diversity and Inclusion, I have had the unique opportunity to work with like-minded colleagues to ensure the development and promotion of the next generation of providers and academic leaders, diverse by gender, racial and ethnic identity, sexual orientation, and other dimensions.



### Karma Warren, MD

Director, Volunteer Program  
and Assistant Professor

I have always found it an honor to work in the same city where I was raised. As an African-American physician, I feel comfortable connecting with my patients and developing a level of trust that affords me the opportunity to educate on health prevention.

Here at Rutgers NJMS, I am excited about bridging Urban Health into the traditional medical school education, teaching Emergency Medicine residents, interviewing for future medical students and running the Emergency Medicine Volunteer Program. I have stayed here at NJMS for over 13 years because this is my FAMILY.

### Novneet Sahu, MD

Assistant Professor

Diversity is the main reason I chose to return to Rutgers NJMS as faculty. As an Indian-American growing up and working in areas with different levels of diversity I feel privileged to work with patients, learners, colleagues, and leadership that reflect a strong sense of diversity and inclusion. These diverse minds help drive innovation and create a culture of partnership around education and healthcare. This is essential to my teaching, research, and clinical activities in community medicine and helps foster a respectful environment for us all to learn and grow as we strive for excellence.



#### About Rutgers New Jersey Medical School

**Rutgers New Jersey Medical School (NJMS)** is part of Rutgers Biomedical and Health Sciences, one of the country's largest academic health centers. NJMS is dedicated to excellence in education, research, clinical care, and community outreach. Some pertinent facts:

- NJMS has 20 academic departments and many world-renowned scientists and doctors.
- NJMS is located in Newark, NJ, where African Americans, Hispanics, Native Americans, and Asian/Pacific Islanders comprise more than 90 percent of the city's population and face many socioeconomic, educational, and health challenges.
- Underrepresented minorities made up 23 percent of the medical school's enrollment in 2017-2018.
- NJMS ranks in the 80th percentile for underrepresented minority graduates and 85th percentile for minority faculty, according to the 2017 AAMC Missions Management Tool.

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### Rasheed Sanyaolu, MD

Resident

Being of Nigerian descent and growing up on the South Side of Chicago, providing care to those affected by health disparities has always been important to me. Joining the Emergency Medicine Program at NJMS was an easy choice for me. At NJMS, I am a ‘Men of Distinction’ Fellow, and have the opportunity to mentor underrepresented medical students as many physicians did for me when I was a medical student. These opportunities allow me to grow diversity within the NJMS community, and I am glad to add to it in my little way.



### Chifaa Bouzidi, MD

Resident

The first day I walked into Rutgers NJMS I was a 19 years old college student starting the NERA program. I walked in afraid and lacking confidence that a Moroccan-American female could become a physician...today I'm an Emergency Medicine resident in the same institution. NJMS has helped build me into the professional I am today. The most beautiful thing it had to offer me was its diverse faculty, students, staff, physicians and patients.

### Michelle Davis, MD

Resident

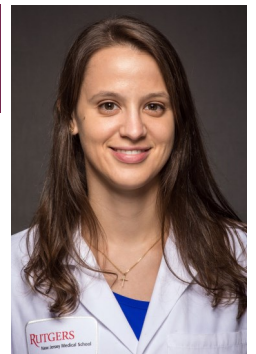
As an out lesbian, mixed Iranian-American, and non-traditional medical trainee, I am proud to be an emergency medicine resident at Rutgers NJMS. At NJMS, I have learned to view my intersectional identity and life experiences as an asset to the practice of medicine thanks to an inclusive institution and faculty that understand and champion diversity in our colleagues as well as our patients. I look forward to further serving our community as a fierce advocate for LGBTQ and pediatric health equity.



### Ariel Sena, MD

Resident

Growing up in a large Italian- American family, provided me with many people to rely on for love and support. I was fearful that such a demanding career would compromise my ability to balance my work and family life. At Rutgers NJMS, I am fortunate to be part of a department that supports and fosters the importance of family. This applies to both our personal lives and our residency family. I am grateful to have many capable and accomplished women of diverse backgrounds in this department as mentors, and role models. They provide me with unique perspectives and insight while I develop my skills as an emergency physician, and discover what type of practice and career I hope to pursue.



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**Cindy Amilcar, MD**  
Resident

As a first-generation Haitian-American woman, I have had the opportunity that most people dream of. I had the support of friends and family as I navigated the waters that is academia. My arrival to Emergency Medicine was not an easy one. I silently struggled with anxiety throughout medical school in fear of being seen as weak or not smart enough if I asked for help. When I was brave enough to ask for help, I was shocked by the number of resources available to me. In the black community, mental health is something we don't talk about. It's stigmatized and swept under the rug. NJMS serves a large African-American population and has a first-hand view of the damage of untreated mental health in the black community. Being an EM resident at NJMS has put me at the forefront of not only seeing, but impacting, changing and improving the state of mental health in the black community. I have the opportunity to help others as I have been helped.

**Enoch Obeng, MD**  
Resident

As a Ghanaian who was lucky enough to be raised in the States, the importance of giving back is stressed constantly. For me, giving back means working with a diverse community. These diverse groups tend to be disproportionately poor, but don't let that fool you; Newark is on the rise and I love being a part of that. As a minority rising through the ranks, I see a lot of myself in Newark. And just as NJMS has made it a point to care for this community, they have provided me with opportunities to learn and grow. As a resident here, I have been able to explore passions such as global and community health while advancing as a culturally sensitive clinician.



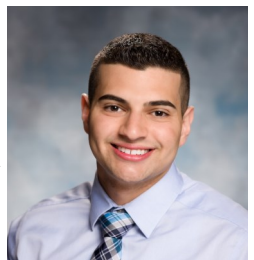
**Georgia Davies, MD**  
Resident

As a first-generation African American born and raised in NYC, my greatest accomplishment is not only being the first in my family to obtain a medical degree, but graduating with distinction in community service. I am ecstatic that Rutgers NJMS gives me the opportunity to give back and train amongst a population that is as diverse as the one I have always been a part of my whole life. For me, the future for NJMS is bright - we are improving the overall health, well-being, and literacy of a community that so desperately needs genuine, compassionate, and energetic physicians like my colleagues and me.



**Michael Uilo, MD**  
Resident

Health care disparities affecting LGBTQ individuals became a unique area of interest for me during my college and medical school training. As a proud ally of the of LGBTQ community, the NJMS department of Emergency Medicine has fully supported my passion for this evolving aspect of medicine. Under faculty guidance, I have had the opportunity to lead a seminar about best practices in taking sexual health history at a national conference for medical students. Going forward, I hope to integrate this important discussion into undergraduate medical curriculum at NJMS. The institution has been instrumental in allowing me to explore my interests within medicine while providing me with a platform to enhance the future of health care for all.



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### Rebecca Goett, MD

Assistant Resident Director and Assistant Professor

As a Mexican-American, mother, and assistant residency director, my journey has been nurtured by mentors and champions who understand and value my journey through medicine. At NJMS, I feel at home surrounded by diverse faculty and students who represent the community I grew up in. My goals at NJMS are to support our underserved patients with serious illness by providing hospice and palliative medicine in the emergency department (ED), and provide medical education by disseminating awareness and knowledge.

### Tiffany Murano, MD

Associate Professor



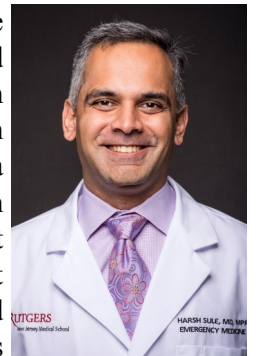
I am a multiracial woman who was born and raised in the Bronx, New York in a time and place where there were not a lot of individuals like me. I am also no stranger to health-care disparities as my family did not have regular access to health care. I feel that my background has definitely given me perspective and allows me to relate to not only my patients but also to my

colleagues who are from varying cultures and upbringings. Rutgers NJMS has been tremendously supportive in supporting an environment of diversity and inclusion. As the former program director of the EM residency at Rutgers NJMS, I have been fortunate to mentor residents and students to be open-minded and accepting. I sit on the Board of Directors of the Council of Residency Directors in Emergency Medicine as well as the New Jersey Chapter of the American College of Emergency Physicians and I strive to promote diversity and inclusion at Rutgers NJMS and in my specialty on a national level.

### Harsh Sule, MD, MPP

Residency Program Director and  
Associate Director, Office of Global Health

Growing up in India and the Middle East, completing medical school and residency at urban public institutions in Chicago, working on global health projects in Azerbaijan and Sierra Leone, and working with refugees in Philadelphia makes diversity a big part of who I am and what I seek. At Rutgers NJMS I have been privileged to cooperate with colleagues across departments and schools to develop and mentor global health projects that have a positive impact on a diverse population ranging from Newark to various corners of the globe. I am constantly impressed that this school truly represents the diversity that exists within the state of New Jersey. The motivation and drive of students to serve the local community is what inspires me most to support them and be engaged in simply making “the world a better place.” As residency program director, my focus is on recruiting future physicians who are committed to the care of patients in our community and affording opportunities to our residents to engage with the surrounding community via formal community and urban health.



### Sangeeta Lamba, MD, MS, HPed, FACEP

As Associate Dean of medical education at Rutgers NJMS, I have had the privilege of working collaboratively, for over 20 years, with a diverse set of senior and junior faculty, residents and medical students to ensure generations of culturally competent practitioners. As a woman of color it has been a special honor to co-found the NJMS Group on Women in Medicine and Science (GWIMS) and work towards greater gender diversity, inclusion, and promotion in clinical and academic medicine.

