



Beth Israel Deaconess
Medical Center



Dear Nominee,

Over the last decade, there has been a growing body of literature describing the experiences health care workers face when they are part of, or witness, an adverse event or other upsetting situation. Sometimes, impacted health care workers in these situations are described as “second victims,” because these are challenging events to deal with, especially alone. Often, those who can be most supportive in these circumstances are peers. A [insert organization name] team has come together to help create a culture that emphasizes peer support. We are beginning a pilot Peer Support program that will be rolled out in the ICUs, the Operating Rooms, and Labor and Delivery, and, after the pilot, we hope to spread the program throughout the medical center.

We want to congratulate you for having been nominated by your colleagues as someone to whom they would most likely go when in need of support. It is really such an honor to be so valued by your peers. We write to invite you to participate in the program as we move forward. Brigham and Women’s, University of Missouri Health System, and our own anesthesia residency program have had great success with peer support programs, and we hope to follow in their footsteps. With the support of _____ leadership, we will soon roll out the 1:1 peer support program to the pilot departments.

We would really value your participation, and envision the following level of commitment:

- **Attend a Peer Support training session on _____
_____>Dinner will be served.**
- Willingness to provide peer support if you are contacted by a peer. There will be times when you are not available, and that is of course fine – this is why we are training a group of people. More about this will be discussed at the training.
- Monthly (for the first three months, then less frequent) peer support team meetings to discuss, confidentially, peer support interventions so that we can learn from each other.

Given the number of Peer Supporters that have been selected, we don’t believe the individual time commitment will be excessive. We hope that you consider this as adding to your academic productivity in the realm of citizenship. The experience should be personally enriching as we develop a community of Peer Supporters who continue to learn and grow together.

You should in no way feel pressured to do this. As much as we would like to have you be part of this group, it needs to be something you truly value.

Please indicate your willingness to participate by emailing your response to the Peer Support project manager, _____ (*Email Address*) no later than _____.

We look forward to working with you.

Warmly,

The Peer Support Leadership Team

Judi Bieber, Human Resources; Pamela Peck, M.D., Psychiatry; Stephen Pratt, M.D., Anesthesia; Melinda Van Niel, Health Care Quality; Leslie Ajl, Nursing; Jane Foley, Nursing; Phyllis West, Nursing; Kristen Russell, Nursing; Joanne Devine, Nursing; Barbara DiTullio, Nursing; Mary McDonough, Social work; Barbara Sarnoff, Social Work