Dear [nominee],

Over the last decade, there has been a growing body of literature describing the experiences of health care who have been a part of, or witness to, an adverse event or other upsetting situation. Sometimes, impacted health care workers are described as “second victims” because of the effect these events have on their mental and emotional health. Often, those who can be most supportive in these circumstances are peers.

A [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, operating rooms, and labor and delivery. After the pilot, we hope to spread the program throughout our facility. Brigham and Women’s, University of Missouri Health System, and Beth Israel Deaconess Medical Center have had great success with peer support programs, and we hope to follow in their footsteps.

**We want to congratulate you for having been nominated by your colleagues as someone they would go to when in need of support.** It is an honor to be so valued by your peers. With the support of [department name] leadership, we would like to invite you to participate in the program as we move forward.

We envision the following level of commitment:

* Attend a peer support training session on [date and time] where lunch and dinner will be served
* 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.
* Attend quarterly peer support team meetings to discuss peer support interventions so that we can learn from each other.

We hope that you consider this as adding to your academic productivity in the realm of citizenship. The experience will 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, [name] at [email address] no later than [deadline].

Warmly,

The Peer Support Leadership Team

*Insert the names of leaders*