Peer Support Recruitment Email and Program Description

*This is an example of the type of email you might share within your organization to recruit volunteers to serve as peer supporters. We recommend including the program description in the email or attaching it in case your colleagues have missed previous communications about this initiative.*

**Peer Support Recruitment Email**

Email subject: Important: Please submit your nominations for peer supporters by [insert date]

Dear colleagues,

We need to support each other in this challenging work we do. Our organization is creating a peer support program to help you weather difficult clinical circumstances. A description of our program can be found below. It is crucial that we train a diverse peer support team of apt communicators and listeners so that you have access to peers with whom you would be comfortable speaking. We ask that you share the names of up to 3 clinician colleagues from [insert department/program/organization/clinic name here] whom you recommend for peer support training. Please also let us know what qualities you feel these clinicians have that lead you to nominate them.

**Please send your CONFIDENTIAL nominations to [insert email address] by [insert date].**

Thank you for your participation,

[insert your signature]

**Peer Support Program Description**

We’ve all had cases or circumstances that are challenging, sometimes because of difficult clinical situations and other times due to the accumulation of emotionally depleting events. Studies have shown that clinicians may initially want to get support from peers rather than mental health providers.

To create a culture of trust and collegiality, we are developing a peer support program for our [insert department/program/organization/clinic name here]. Colleagues trained as peer supporters will reach out to [insert whom your program will serve here, such as clinicians, care team members, physicians, advanced practice providers, etc.] involved in any critical event; they are also available at any time for [insert group served here, such as clinicians] to self-refer due to distress from any cause. **This is not therapy.** It is support from a peer who understands the pressures of navigating challenging circumstances and is trained with effective listening and responding skills to help others do the same. Peer supporters can also connect you with other organizational resources that may be helpful.

*Adapted from written communication with J. Shapiro, MD (March 2020).*

Source: AMA. *Practice transformation series: Peer support program.* 2020.