

UW Medicine Peer to Peer Program 2025 Annual Report

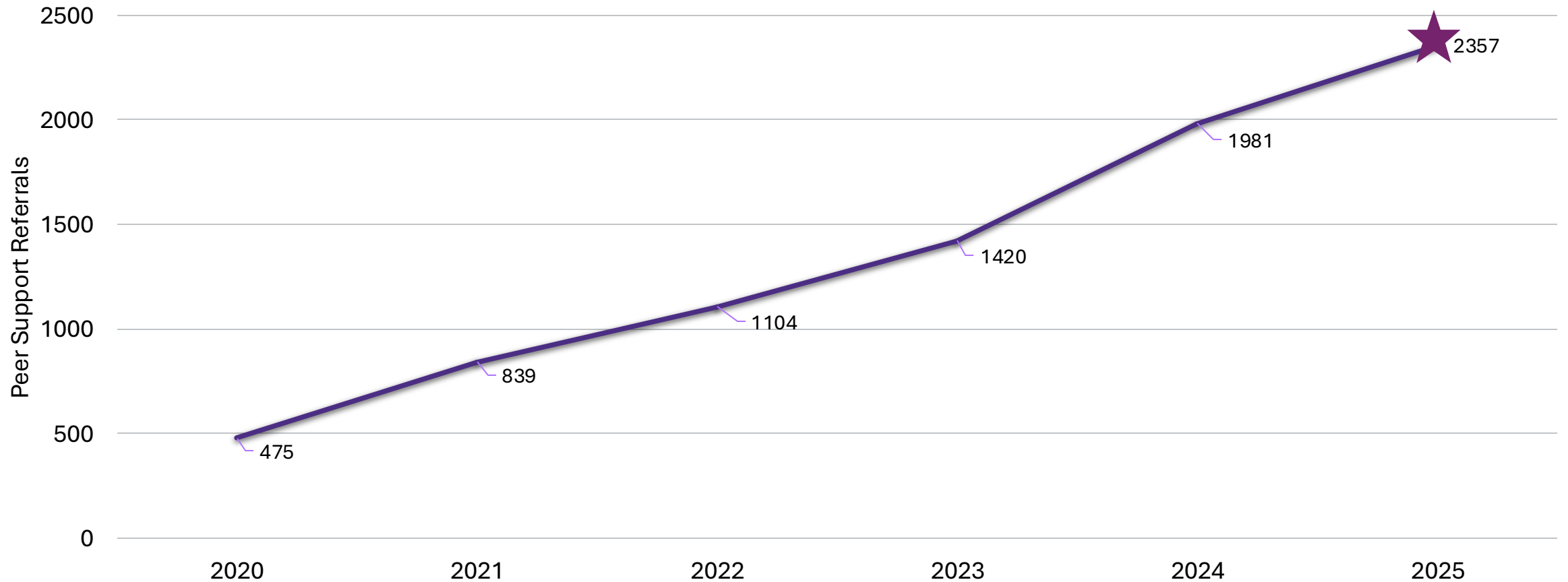
PEER
TO
PEER
PROGRAM

“This is a necessary and beautiful resource. It gave me hope and camaraderie in a time where I was feeling traumatized and burnt out.”

- Peer Supportee

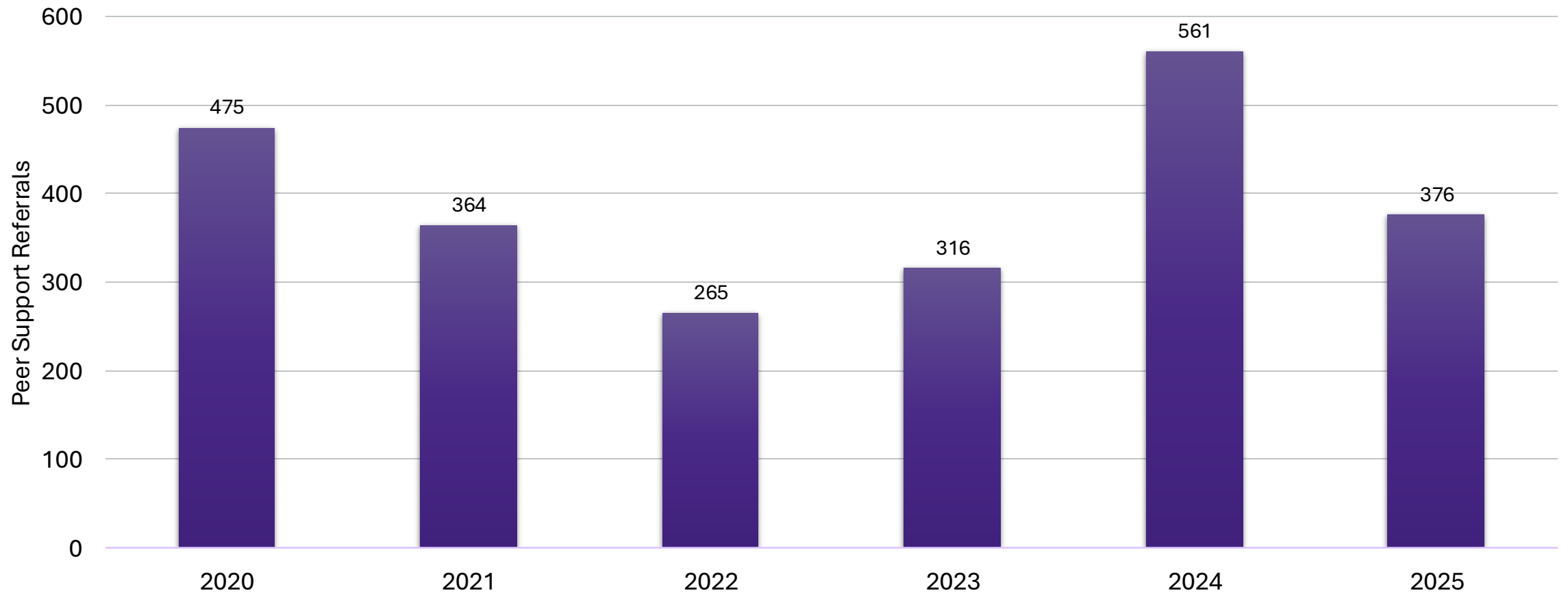


Growth Over Time: 2020 - 2025



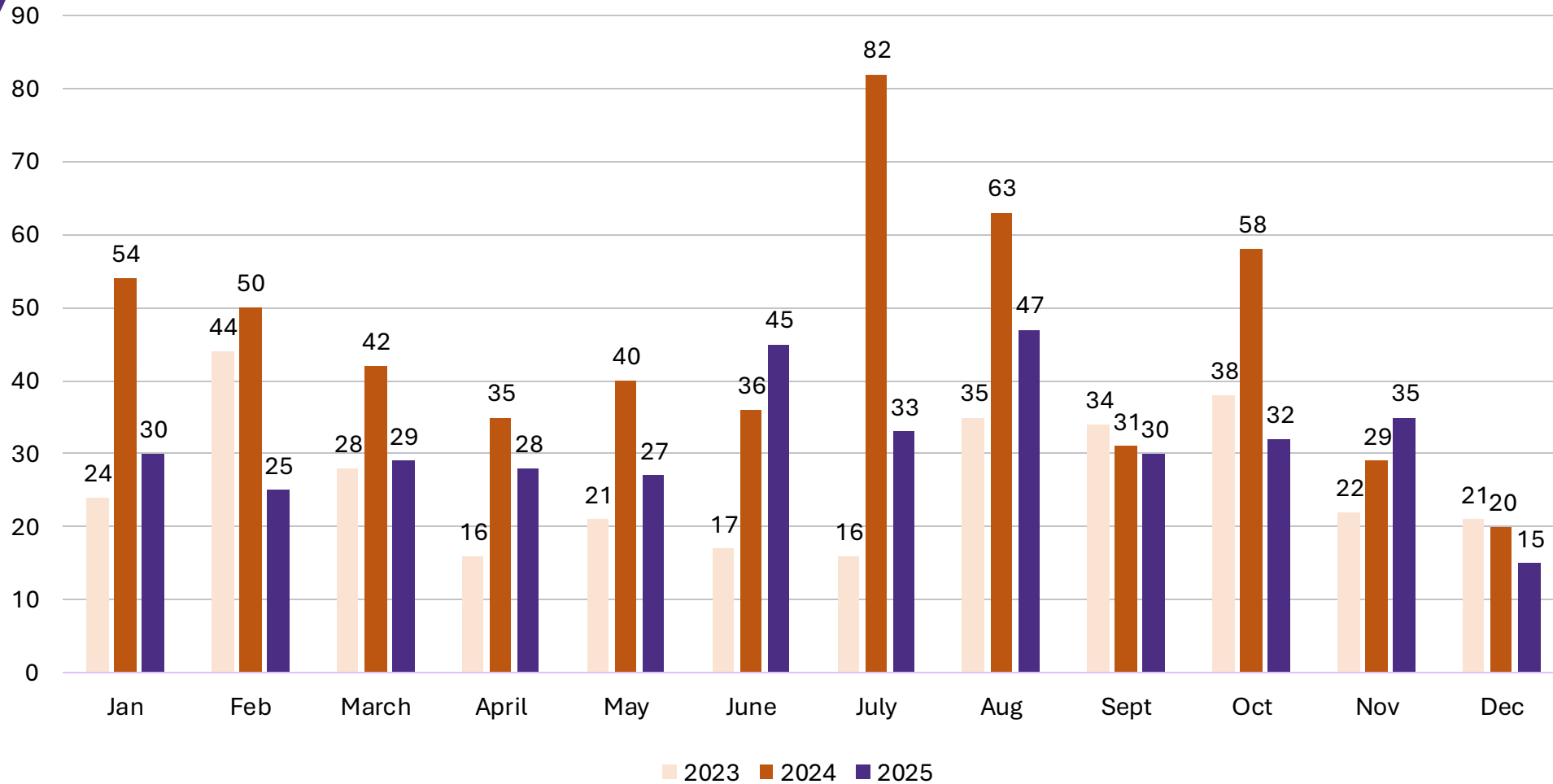
Peer to Peer has received **2,357** total referrals since launching in 2020.

Referrals by the Year



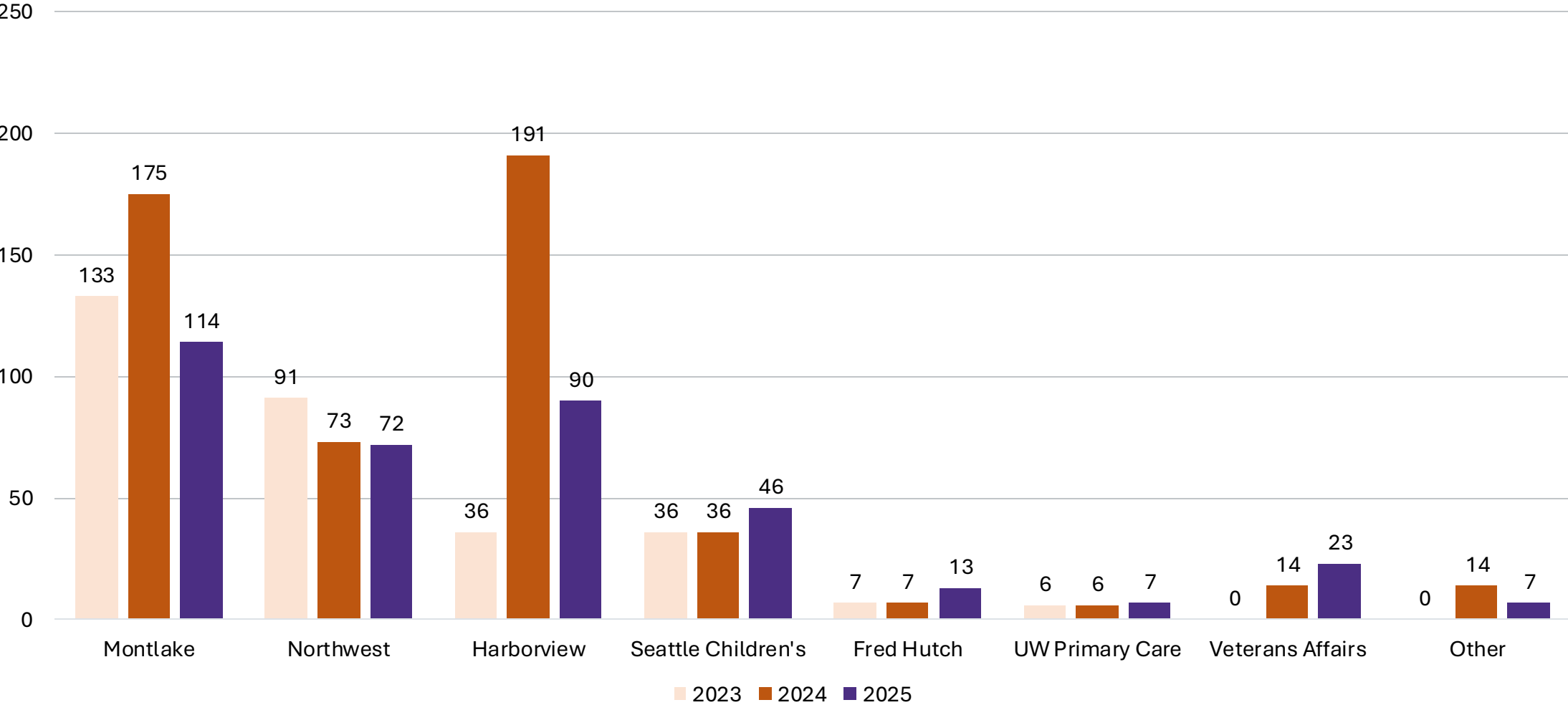
REQUEST TRENDS

Monthly Trends for Peer Support (2023-2025)



P2P's most utilized months often occur in the summer season, as we see highest numbers in August and June in 2025.

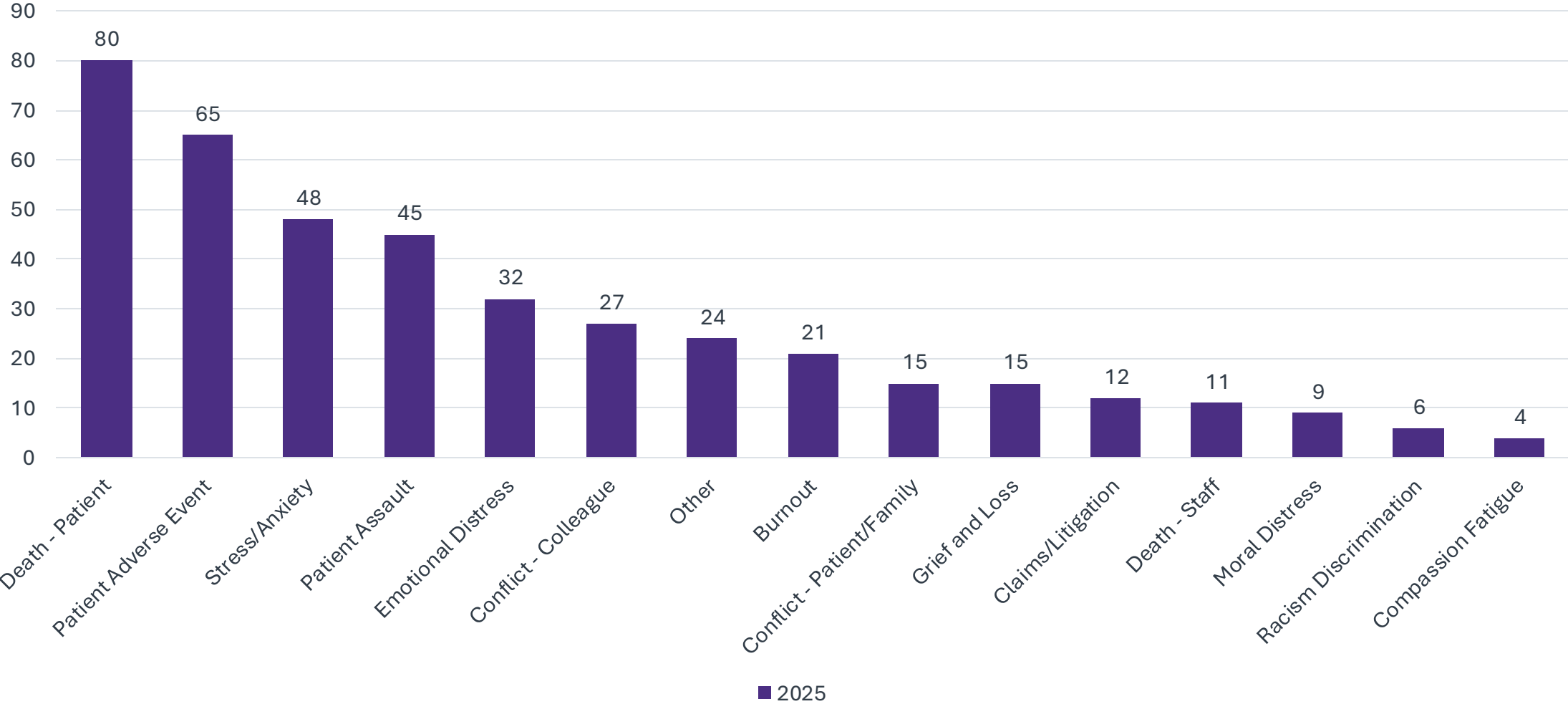
Referrals by Site in Recent Years (2023 – 2025)



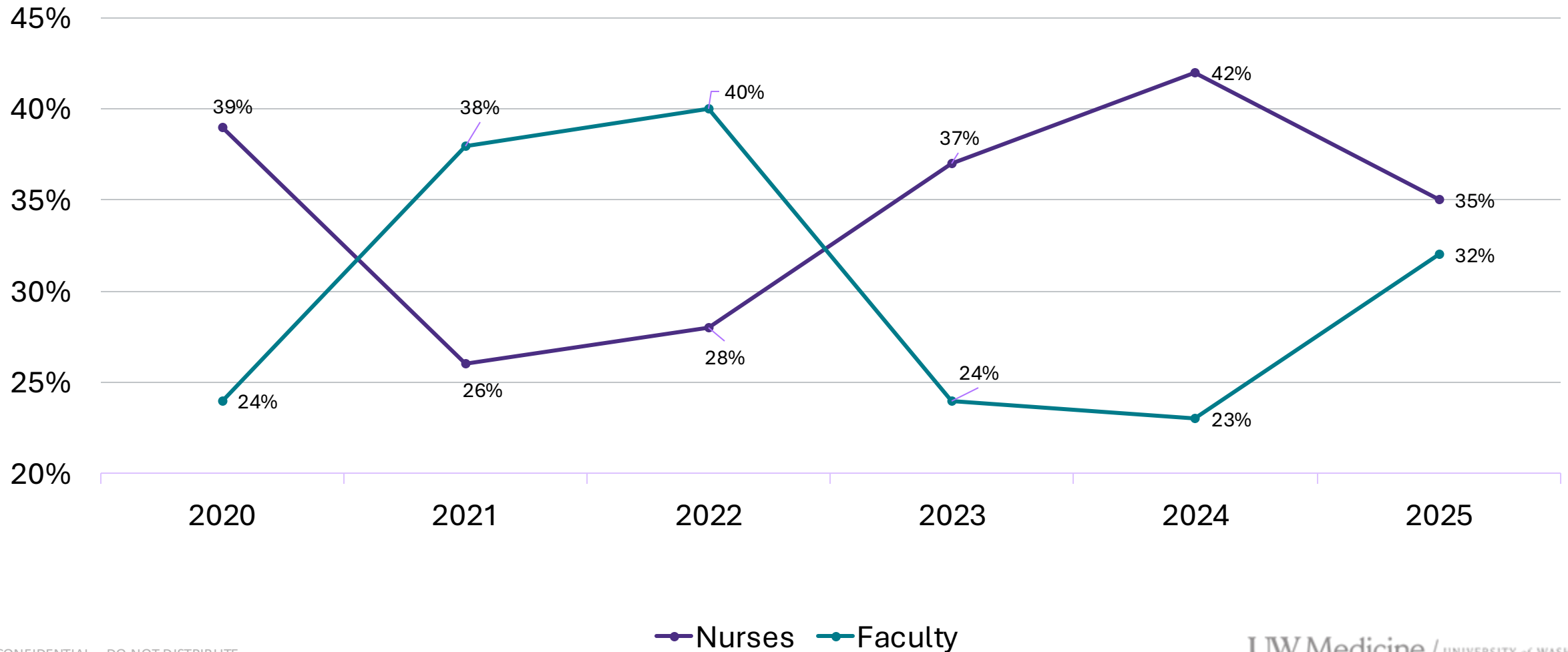
“Having a peer who has walked my journey and in a similar environment was more valuable than being seen in a clinic.. To feel seen and heard built this safety net for me where I could really trust [my peer supporter].”
– Peer Supportee



Reasons for Peer Support in 2025

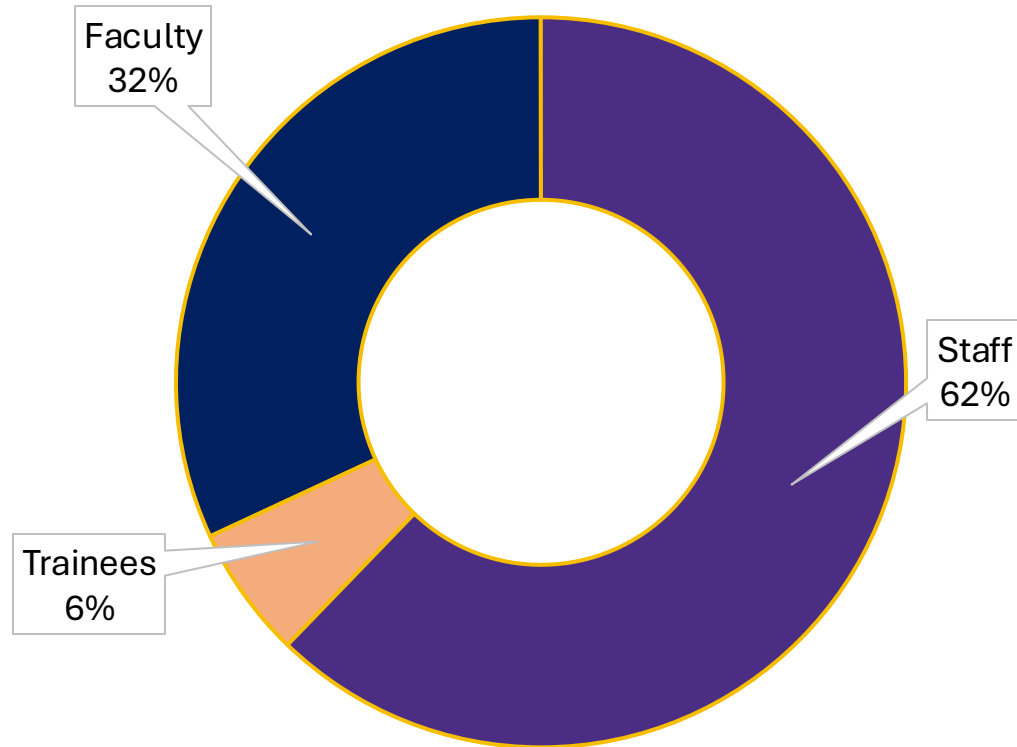


Nurse and Faculty Utilization



Peer support reaches a wide range of roles

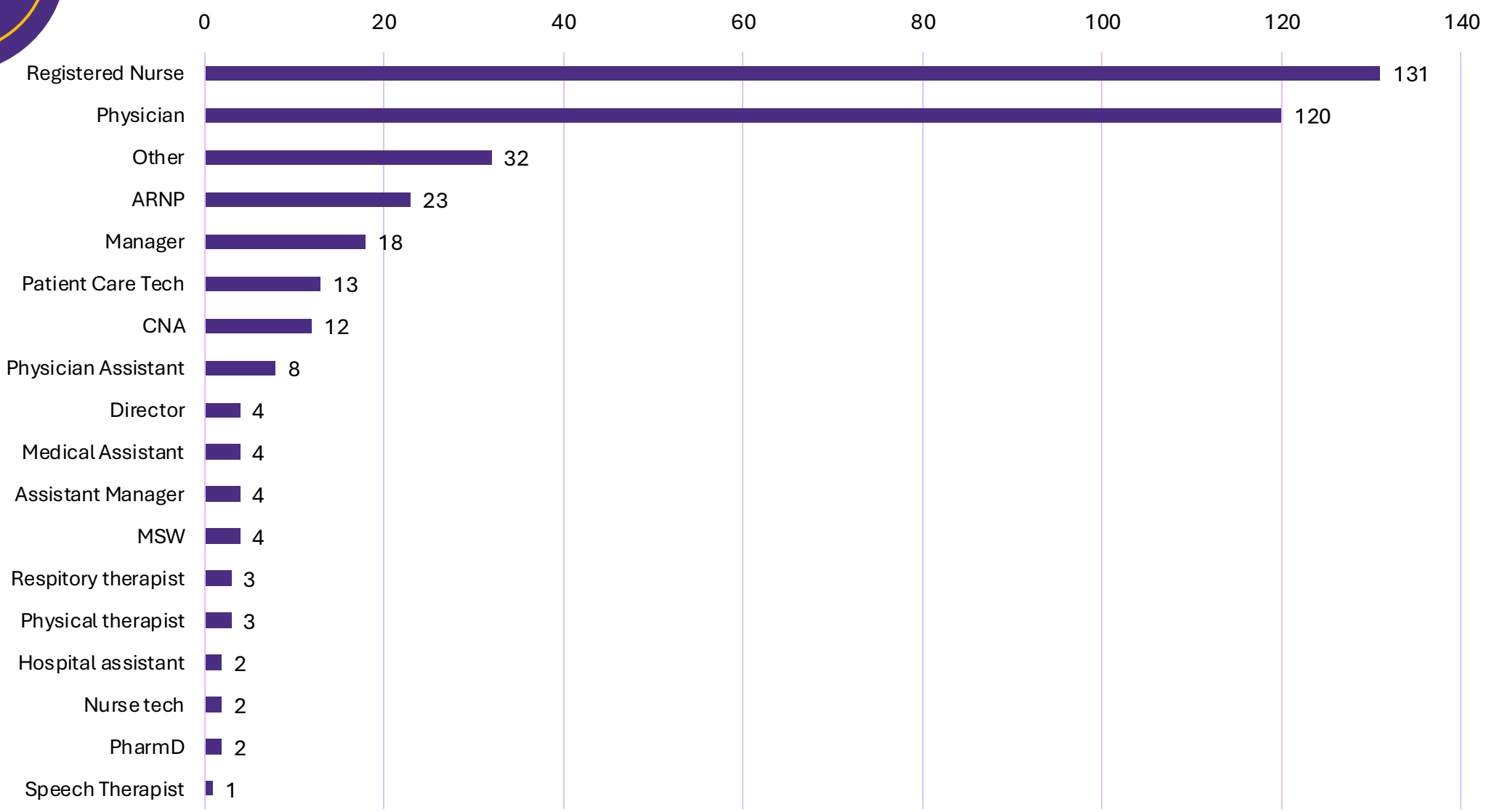
Participant Breakdown



We see a distribution of utilization that is representative of the population within our system including a very diverse set of staff roles for 2025 seeking peer support.

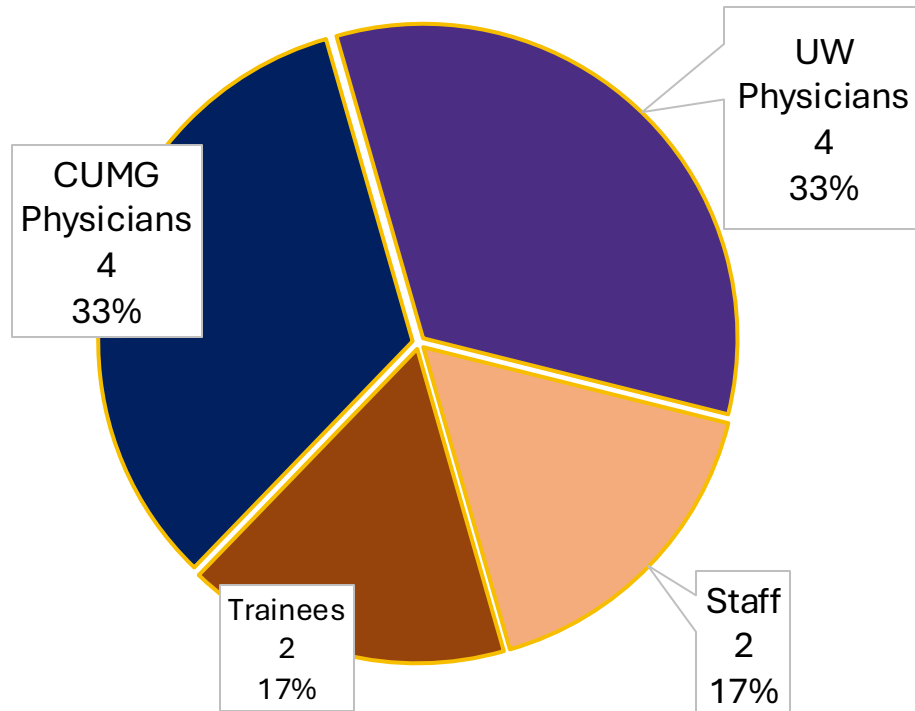


Peer Support Roles

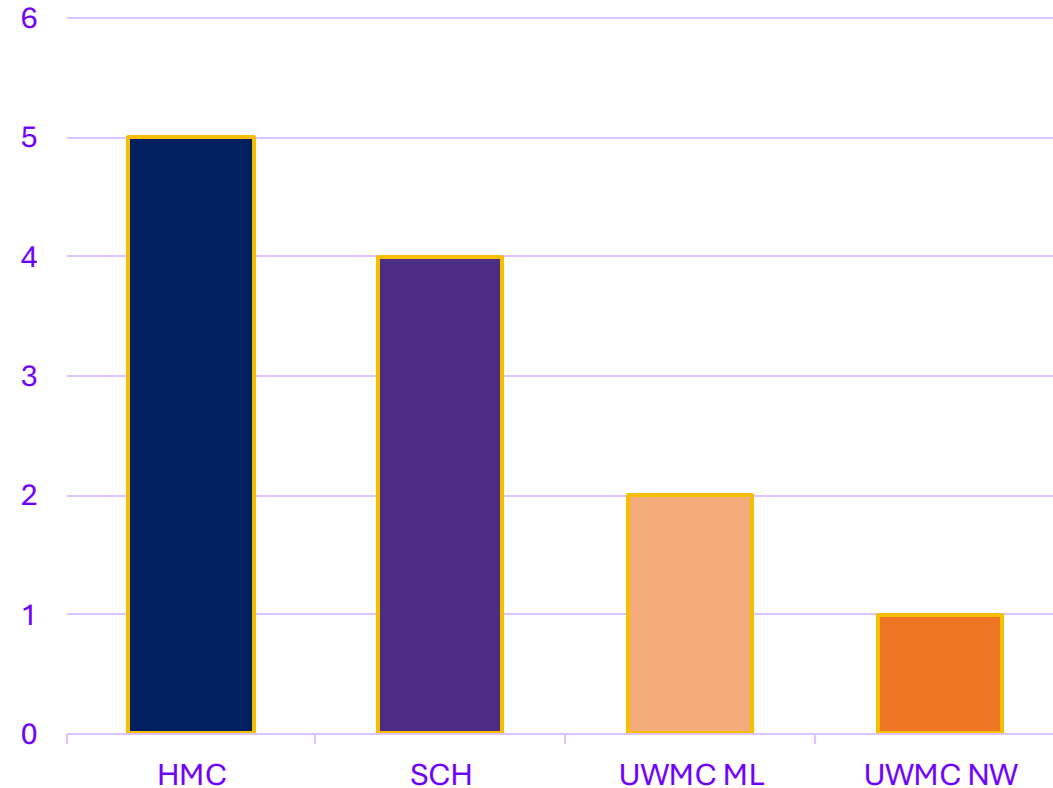


Claims & Litigation Support

Participant Breakdown



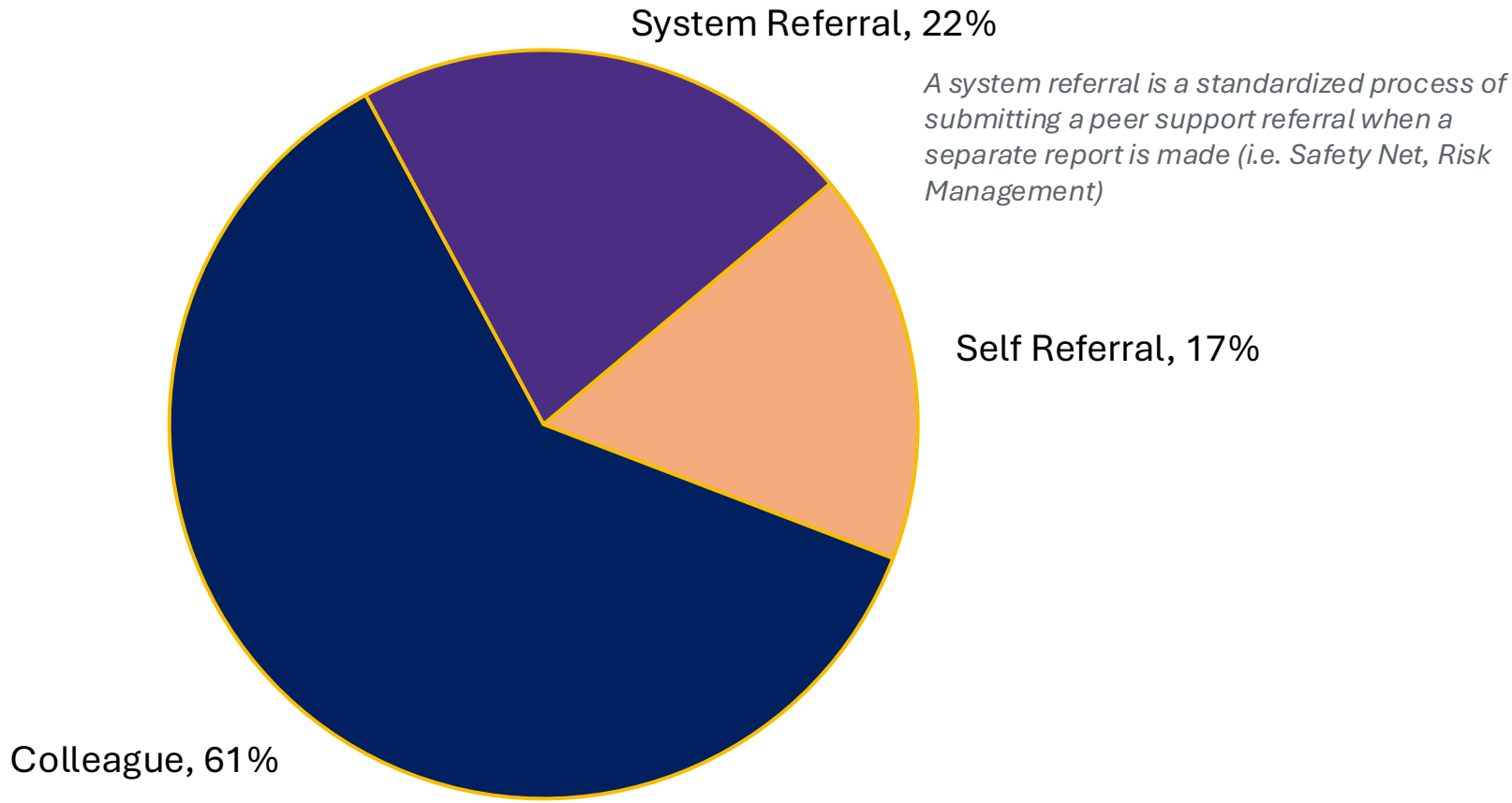
Entity Breakdown



12 referrals were received for claims/litigation support in 2025.



Self vs. Colleague Referrals for Peer Support

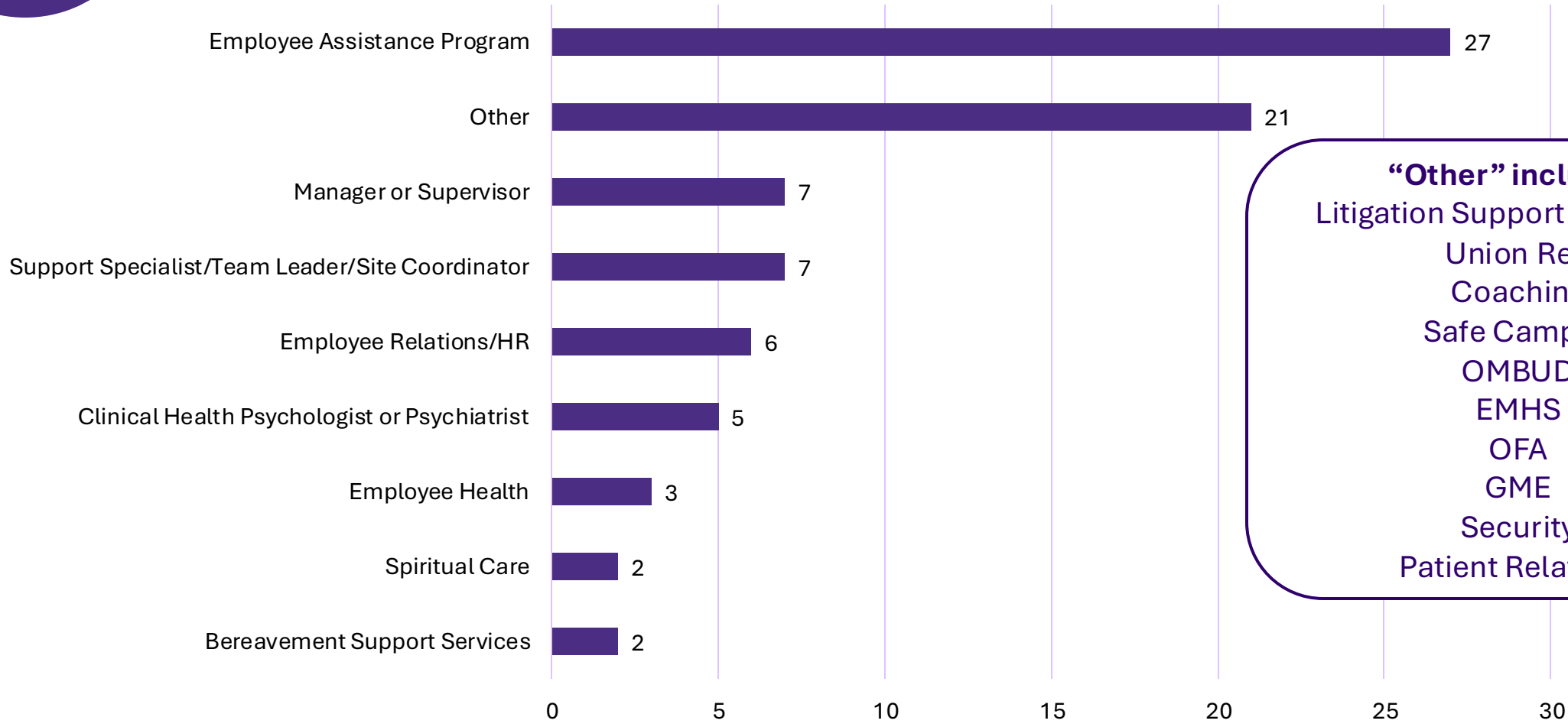


Over 83% of referrals come from an external party (concerned colleague or system referral).



Referrals to External Services

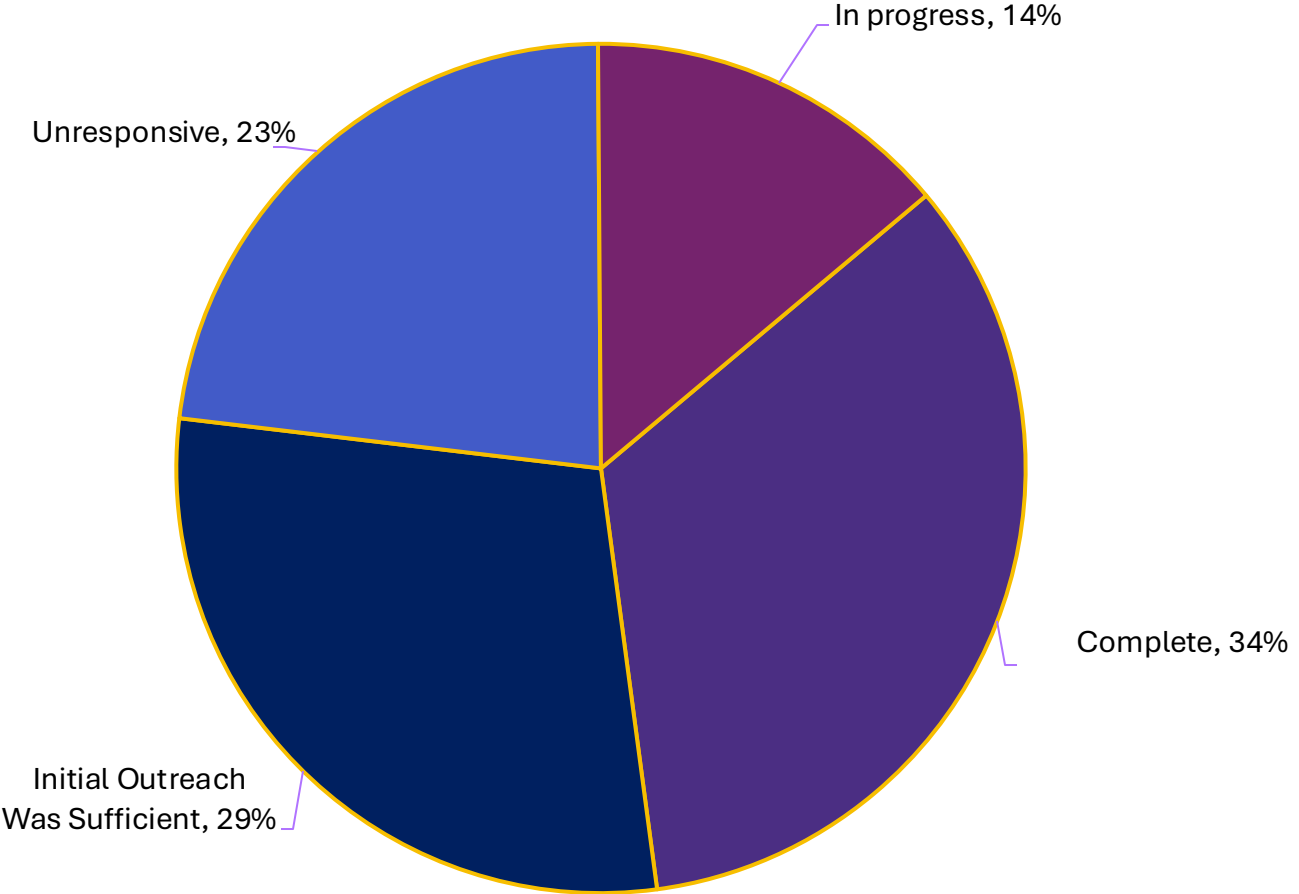
(n=80*) *Data not recorded for all records



“Other” includes:
Litigation Support Resources
Union Rep
Coaching
Safe Campus
OMBUD
EMHS
OFA
GME
Security
Patient Relations



Status of Peer Support Encounters



Just over a third of the individuals referred to Peer to Peer accept the support and meet with a peer supporter. This acceptance/completion rate has increased since last year (26%).

Peer Supporter Growth & Outcomes

- 2025 welcomed **74 newly trained peer supporters**, bringing the system-wide total to approximately **300**
- Hosted four ongoing educational Community of Practice sessions to deepen skills and sustain engagement
- Brought together peer supporters at both system and local levels for community building and recognition, including a summer happy hour, walking events, and listening sessions
- Continued partnership with GME and expanded peer supporter training to residents and fellows, welcoming **15 trainee peer supporters**
- Further encouraged and normalized informal, "on the fly" peer support for colleagues experiencing distress, building a culture of compassion

Thank you!



Peer to Peer Leadership Team



Shelley Wiechman
HMC Faculty Site Lead
Director of Psychological
Services, Burn Unit
wiechman@uw.edu



Kelly Paananen
HMC Staff Site Lead
Associate Chief Nursing Officer
paananen@uw.edu



Pam Yung
UWPC Site Lead
UWPC Factoria Clinic Medical
Director
pamyung@uw.edu



Nicole Bates
FHCC Faculty Site Lead
Clinical Assistant Professor &
Attending Psychiatrist
nbates@uw.edu



Alina Wahl
FHCC Staff Site Lead
Spiritual Care Provider
alinaaw@uw.edu



Caitlin Harrington
VA Site Lead
VA Internal Medicine
Primary Care
caitlin.harrington2@va.gov



Crystal Grimsey
VA Site Lead
Nurse Manager, Tanzanite Team
crystal.grimsey@va.gov



Kristina Toncray
SCH Faculty Site Lead
Associate Chief Safety Officer, Center
for Quality and Patient Safety
kristina.toncray@seattlechildrens.org



Richard Shugerman
SCH Faculty Site Lead
Director, Pediatric WWAMI
richard.shugerman@seattlechildrens.org



Andrea Kalus
UWMC Faculty Site Lead
Associate Professor
Dermatology
akalus@uw.edu



Marie Cockerham
UWMC Staff Site Lead
Director, CARE4U Well-being
marie678@uw.edu



Maggy Mittler
UWMC Staff Site Lead
Nurse Care Coordinator
mmittler@uw.edu



Aubri Bennett
UWMC Staff Site Lead
Staff Support Specialist
Abenn1@uw.edu



Tally Teodosio
Well-Being Program Manager
teodost@uw.edu



Anne Browning
Associate Dean for Well-Being &
Chief Well-Being Officer
Chair, P2P Program
anneb7@uw.edu



Trish Kritek
Vice Dean for Faculty Affairs
pkritek@uw.edu

QUESTIONS?

