National Nursing Accreditation Groups (AACN, ANA & NLN) emphasize the need for academic programs that prepare culturally proficient nurses. “The American Association of Colleges of Nursing (AACN) recognizes diversity, inclusion and equity as critical to nursing education and fundamental to developing a nursing workforce able to provide high quality, culturally appropriate, and congruent health care in partnership with individuals, families, communities, and populations” (AACN Position Statement). Cultural proficiency demonstrates “a commitment to examine policies and practices of the organization as well as the values and behaviors of the individual” (Breslin, Nuri-Robbins, Ash & Kirschling, p. 104). Culturally proficient nurses work within the diverse organizational environment using cultural differences in a positive way to promote healthy communities.

In evaluating cultural proficiency in our nursing program, the Diversity Inclusive Program Model (LaVergne, 2008) inspired the artistic expression of our vision. The fundamental principle of the Diversity Inclusive Program Model is diversity-inclusion. This core interfaces with Inclusion, Multicultural Education, and Culturally Responsive Teaching. The core principles are surrounded by Inclusive Classroom Culture, Inclusive Educational Culture, and all students within the program. The conceptual model fits well with our vision because it represents a reciprocal interaction between the individuals and the cultural environment.

This quilt has been created through our collaborative efforts to represent an expression of the diversity, equity and inclusion initiatives within our college community. Through the development and implementation of these initiatives, we believe that we can be a catalyst for change in creating a rich environment where students, faculty and staff feel included, welcome and can thrive. We are proud to be a part of our college’s Diversity, Equity and Inclusion Council and connect with other members of the college as well as community leaders in developing a strategic plan.

Although we have professionally similar backgrounds, our artistic abilities are unique and represent a blend of knitting and crocheting. This quilt is a symbolic expression of our efforts to promote a positive atmosphere where all are nurtured to reach their optimal potential. This form of art was chosen because a quilt represents warmth and comfort. The background color is blue as it symbolizes the sea of diversity within our college community. At times, the sea has been stormy and at other times it has been serene. Our goal is to create an environment that is calm and peaceful. Students, faculty and staff are portrayed as the same size around our college logo as we are all created equal. Dolls were chosen because developmentally we are in the infancy stage of achieving cultural proficiency. The dolls surround the college logo as “we all have a place at the table”. As we pursue our ongoing initiatives for diversity, equity and inclusion in our academic setting, the quilt is a visual representation of our theoretical approach that will be shared with students, faculty and staff in the nursing program and at college-wide events. It is our belief that as students and faculty develop cultural proficiency, they will be able to apply culturally competent skills in the provision of health care which will have a positive impact on global health.