



## **DTAA STRATEGIC PLAN 2016-2020**

### **Goals of the DTAA:**

Better quality of life for people throughout Australasia, through improved quality, greater availability and reach to a broader range of populations of dance movement therapy

### **Background:**

#### **The opportunities and positives:**

- The opportunities and need for DMT services have never been greater: (modest) research and our experience indicate that many groups in the community benefit from this work.
- Current DM therapists and those joining the profession are deeply committed to the work
- Some research and publishing are being done by Australian practitioners to expand the evidence base and inform the work.
- The DTAA continues to work actively to support the profession, running supervision and PD events, publishing informal and formal information and offering networking opportunities to the profession.

#### **The challenges:**

- Australasia currently has no accredited post graduate diploma or Masters level courses in DMT
- The number of Professional Members is small.
- DMT practitioners may not meet the needs of the diverse community in Australasia, because our profile does not nearly match that of the wider community: young people, men, and people of CALD and indigenous background are under-represented.
- DMT practitioners find it difficult to sustain a living because of lack of employment opportunities.
- There is a lack of awareness about DMT by decision makers and funders, and consequently our work is under-valued.
- The DTAA's work relies heavily on a small group of volunteers.

### **Objectives and Activities**

To address these challenges we identify two major Objectives and related Activities:

- **Objective 1.** Improved quality of DMT work
- **Objective 2.** Expanded reach of DMT services

These will be achieved through the work of the General Committee (GC); Executive Committee (EC); Finance Committee (FC); Professional Membership Committee (PMC); Professional Development Committee (PDC); Journal and Publications Committee (JPC); Research Committee (RC); Marketing and Promotions Committee (MPC); Regional reps (RR); Education Committee (EC); HEMF Committee and Admin Team.

**Objective 1.** Improved quality of DMT work through:

**1.1. Increased training opportunities, especially accredited Masters level**

	<b>Activities</b>	<b>Who will do this?</b>	<b>By when?</b>	<b>How</b>
1.1.1	lobbying for Masters level courses that meet DTAA's Prof Membership requirements	President	mid 2016	Work with Creative Arts Therapies Research Unit at University of Melbourne to establish Masters level course and nested Certificate and Diploma
1.1.2	establishment of Standards for DMT training and advocacy of those to course developers. These include articulation of what is DMT, and what is not; cultural competence and application of DMT to different populations.	Education Committee	End 2016	Consider other courses in Australia for similar professions (creative, arts, music therapy, counselling); DMT courses in other countries and the DTAA's Code of Ethics and Professional Practice to come up with draft recommendations for course content and present to GC for comment and approval

**1.2. More members at Professional level, through improved processes for attracting and accrediting them**

	<b>Activities</b>	<b>Who will do this?</b>	<b>By when?</b>	<b>How will this occur?</b>
1.2.1	better articulated membership requirements for Associate and Provisional Professional Members	PMC Committee	mid-2016	PMC drafts documents and provides to GC, for discussion at April meeting.
1.2.2	more streamlined processes for Professional Membership and other levels	PMC Committee/ Admin team	Achieved early 2016.	
1.2.3	maintain strong connection to PACFA standards for membership	PMC Committee	In train	Nominated DTAA rep attends PACFA Council meeting and conference and reports to GC
1.2.4	more attractive membership, by increasing services for members only, such as members' e-news, on-line access to publications	Kim, Jane, Tess Marita Jacobsson	mid 2016 mid 2016	Admin team to complete these tasks and report to GC
1.2.5	a pro-active approach to mentoring members through Professional Membership application	PM Committee	ongoing	Professional Membership clinics attached to all supervision days i
1.2.6	provision of group supervision opportunities for Prof/Prov Members twice per year, consider skype options for those not in Melb	PD Committee	annually	PDC to develop these and report to GC
1.2.7	increasing pro-active engagement of graduates with the DTAA, including peer group supervision	PD Committee	annually	PDC to develop these and report to GC

**1.3. DMT practitioners who have good practices re PD and supervision**

	<b>Activities</b>	<b>Who will do this?</b>	<b>By when?</b>	<b>How will this occur?</b>
1.3.1	present regular skill development activities for practitioners, including evidence-informed practice, that address identified needs of practitioners or take advantage of special opportunities	PD Committee	twice annually	PMC prepare proposal for activities and present to GC at least three months before proposed activity
1.3.2	distribute regular e-news publications for information exchange	Admin team	monthly	Part of admin regular responsibilities
1.3.3	publish regular journal for sharing of information and increasing opportunities for Australasian DM therapists to publish	Journal Committee	end of 2016	JC to invite members and associates to contribute
1.3.4	establish a PD and supervision reporting process for all Prov/ Prof members	PM Committee	End 2016	PMC to develop draft process and present to GC
1.3.5	establish an auditing process for PD and supervision for Prov/ Prof members	PM Committee	End 2017	TBC
1.3.6	Establish an accrediting process for PDs, especially those not run by DTAA	PM Committee	mid 2017	TBC
1.3.7	prioritise activities that are inclusive of those not in Melbourne through; use of technology such as skype for meetings and supervision, promote activities in a variety of locations such as member-led accredited PDs	PD Committee	2016	PMC to develop draft program and present to GC
1.3.8	increase capacity of DMTs as supervisors	PD Committee	End 2017	TBC
1.3.9	run successful conference that offers relevant PD	Conf Committee	mid 2018	TBC
1.3.10	publish papers from the conference as DTC5		end 2019	TBC

**1.4. DMT practitioners who have stronger cultural competence**

	<b>Activities</b>	<b>Who will do this?</b>	<b>By when?</b>	<b>How will this occur?</b>
1.4.1	focusing professional development activities and publications on the topic – one chapter in DTC 4; PD on this topic, perhaps through partnership with relevant organisations	PD Committee	End 2016 End 2017	Editors encouraging authors TBC
1.4.2	-training courses required to include cultural competence	Education Committee	End 2016	EC to consider this in their discussions
1.4.3	-expanding mentoring opportunities for younger and CALD/indigenous professionals, and offering financial support (scholarships or discounts) to DTAA activities	PD Committee	End 2017	PD Committee to set criteria

**1.5. DMT practitioners who better match the demographics of the community, including broader age, gender and demographic range**

	<b>Activities</b>	<b>Who will do this?</b>	<b>By when?</b>	<b>How will this occur?</b>
1.5.1	pro-active approaches to attracting people of diverse cultural backgrounds to training and PD, especially more newly arrived communities and indigenous	PD Committee	Re-consider in 2017	TBC
1.5.2	expanding mentoring/supervision opportunities for younger and CALD/ indigenous professionals	PD Committee	Re-consider in 2017	TBC

**Objective 2.** Expanded reach of DMT services, through**2.1.** Better employment opportunities for DM therapists

	<b>Activities</b>	<b>Who will do this?</b>	<b>By when?</b>	<b>How will this occur?</b>
2.1.1	increased promotion of DMT to potential employers or funders, through development of flyers, specific PD for professional groups, and e-news	GC/ Promotions (Faith, Sharon and Elizabeth)	Two initiatives annually	PC to develop and present drafts to GC
2.1.2	establishment and advocacy of an agreed scale of pay for practitioners	Jane to liaise draft: GC to discuss	End 2016	Jane to present draft to GC for discussion
2.1.3	develop advice to members on self-advocacy- eg. sample proposals, that include use of evidence and evaluation tools to send to employers	PD Committee	End 2017	Deliver PDs on the topic and create materials to be uploaded onto the website
2.1.4	strengthen connection with related professions including artists and other creative arts therapists	PD Committee President	2017 ongoing	Revisit connection with others through BOAF for next activity Engage with other professionals through UniMelb course
2.1.5	Promotion of funding opportunities in members e-news	Admin team/President	ongoing	Members encouraged to send opportunities through to admin team

**2.2.** Increased value of DMT by decision-makers and funders, through increased advocacy

	<b>Activities</b>	<b>Who will do this?</b>	<b>By when?</b>	<b>How will this occur?</b>
2.2.1	increased engagement with PACFA and other representative bodies,	PD Committee President	2016-05-04 2016	Encourage members to contribute to PACFA and other professional conferences by offering fee subsidy for those presenting President engages with process and

	international association for DMT			shares developments with GC
2.2.2	pro-active response to advocacy opportunities such as government consultations	GC	2016	

**2.3. Strengthened evidence base for DMT, by**

	<b>Activities</b>	<b>Who will do this?</b>	<b>By when?</b>	<b>How will this occur?</b>
2.3.1	raising practitioners' awareness of importance of evidence base, through training in using evidence	Research C'tee		
2.3.2	lobbying for courses that include consideration of evaluation and research	EC/ RC President to		Ensure course accreditation criteria includes this requirement ensure this is so for UniMelb new course
2.3.3	encouraging partnerships with researchers	Research C'tee		Consider exploring relationships with researchers such as Meg Morris, Latrobe
2.3.4	expanding output of research through publication of DTC 4	Publications C'tee	End 2016	
2.3.5	encourage DMTs to be active researchers: through HEMF fund grants, and offering presenting opportunities at a conference	HEMF GC	2016/ 18 2018	a PD session on writing research proposals

**2.4. The DTAA has more sustainable operations**

	<b>Activities</b>	<b>Who will do this?</b>	<b>By when?</b>	<b>How will this occur?</b>
2.4.1	develop and monitor annual budget	Finance team	mid 2016	FC present draft budget to GC
2.4.2	reducing the reliance on volunteers for basic administrative processes	Admin team	ongoing	
2.4.3	implement more streamlined systems, including those for requesting and processing membership	Admin team	2016	Admin team to progress on-line membership system
2.4.4	involve greater numbers of members in the organisation's higher level work	GC		
2.4.5	Re-consider membership fees and activity pricing to ensure income covers the association's running costs	GC with Finance team	2016	FC to present suggestions to GC
2.4.6	Run some activities at a profit- consider conference as a goal	GC with Finance team	2016	GC to budget activities to make a profit