



# ANNUAL REPORT

## 2019-2020





DTAA  
-  
respect for  
diversity,  
culture,  
social-emotional  
well-being  
for all people

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at muscles, now they're about brains,  
e they'll be about the heart.  
ector, London School of Economics

DTAA  
-  
establishing  
and maintaining  
standards for  
training, research  
and professional  
practice



Kim Dunphy, DTAA President and  
Sandra Lauffenburger (DTAA  
Secretary) DTAA 2019 AGM

# AGENDA

## Schedule

1.15pm	Acknowledgement and Welcome
1.30pm	Minutes of past AGM 2018-2019
1.45pm	President's Report
2.05pm	Treasurer's Report
2.20pm	Secretary/Governance Report
2.30pm-2.45pm	<i>*Movement Interlude – Break and Movement Verity Larraman, Angela Kastanis, Sharon Todd-Miller</i>
2.45pm	Vice President's/Ethics Report – new Code of Ethics
3.00pm	Draft Scope of Practice
3.15pm	<i>Tea Break (zoom screen will remain open)</i>
3.30pm	<i>Movement Warmup, Maeve Larkin</i>
3.45pm	Awards hosted by Tracey Nicholson
3.50pm	HEMF – Presented by Mandy Agnew
4.00pm	DTAA Awards – Presented by President, Sandra Lauffenburger
	DTAA Service Award (s)
	Leadership Award(s)
4.15pm	Recognition of New DMT Members for 2020 – Presented by PMC Convener, Sandra Lauffenburger
	<i>Movement Welcome to New Members – Juliette Kirkwood</i>
	New Members announced by level
4.45pm	<i>Closing Movement Ritual – Natalie Poole</i>
	Zoom left on for additional 15 minutes for chat

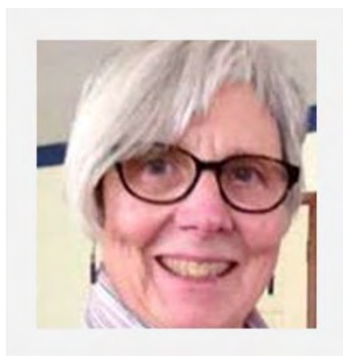
DTAA  
ANNUAL  
REPORT  
2020

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## PRESIDENT'S REPORT

Sandra Lauffenburger



Dear Members,

I write this report as I complete the first year of my two-year term as President of the DTAA. In October 2019 when I was elected to this position, I could not have imagined just what the Board would achieve, as well as just how dance movement therapy and the world would be impacted by the Covid-19 pandemic.

Despite the challenges presented this year to DTAA, I am pleased to report that we have remained in reasonably good shape financially ([Treasurer's Report](#)), found ways to support members, used this time to improve the quality and transparency of our governance processes ([Governance Committee Report](#)), and continued to

grow in our professional membership ([PMC Committee Report](#)). The creativity, adaptability, and resilience of dance movement therapists was truly on display.

A few of the July 1, 2019 to June 30, 2020 highlights include:

- Holding our first Executive election under our new constitution
- Development of a new 2020-2022 Strategic Plan ([Refer Other Documents](#))
- Registering DTAA as a Charitable Trust in New Zealand
- Hiring a professional bookkeeper and administrator
- Writing a new Code of Ethics ([Refer Other Documents](#))
- Initiating work on a Scope of Practice for dance movement therapy

This year my role as President was ably supported by the Executive Committee members Connor Kelly (Vice President), Eileen McDonald (Secretary) and Francoise Bale and Robyn Price (Treasurer). The year began with Francoise Bale being elected as Treasurer. However, by February due to family matters she asked to step down. At that point, Robyn Price offered her services and the Board approved her as Interim Treasurer, as per the constitution.

The Board was expanded this year to reflect the number of areas in which DTAA wants to support its members. As per DTAA's constitution, each Board member holds the convenership of at least one portfolio. Some members hold several convenerships. Each Convener has developed a Terms of Reference document for their committee which outlines the priorities and role of the committee based on the Strategic Plan. The Convener then guides her committee in activities based on those priorities. I commend the hard work put in by each Board member and their committee.

The composition of the 2019-2020 Board is:

- Executive Committee (EC): President, Vice-President, Secretary, Treasurer, Past President, and President-elect (vacant)
- Finance Committee (FC): Treasurer Robyn Price
- Governance Committee (GC): Secretary Eileen McDonald
- Ethics Committee (EC): Vice President Connor Kelly

- HEMF Committee: Convener Mandy Agnew
- Marketing and Promotions Committee: Convener Maeve Larkin
- Workplace Development Committee (WDC): Convener Kim Dunphy
- PACFA Liaison: Juliette Kirkwood
- Professional Development Committee (PDC): Conveners Jane Guthrie and Robyn Price
- Professional Membership Committee (PMC): Convener Sandra Lauffenburger
- Publications Committee (PC): Convener Jane Guthrie
- Branch Liaison: Connor Kelly
- Supervision Committee (SC): Convener Eileen McDonald
- Training and Education Committee (TEC): Convener Sue Mullane
- Research Committee (RC): Kim Dunphy
- Training Providers Committee (TPC): Convener Tracey Nicholson
- Administrator: Donna Parker
- Bookkeeper: Melissa Croft



The Board held nine meetings over the 2019-2020 year by zoom. Attendance at the meetings by the Board members is summarized below.

Committee Member	# meetings eligible to attend	# of meetings attended
Sandra Kay Lauffenburger	9	9
Connor Kelly	9	9
Eileen Mc Donald	9	9
Francoise Bale	3	3
Robyn Price	9	9
Kim Dunphy	9	9
Jane Guthrie	9	8
Maeve Larkin	9	8
Juliette Kirkwood	9	8
Sue Mullane	9	6
Mandy Agnew	9	2
Tracey Nicholson	5	5

### Board's Response to Members

The 2019-2020 year demanded that the Board respond flexibly and directly to the needs of its members and to enhancing the professionalism of DTAA. A number of initiatives was undertaken to address these needs.

### Incorporation of DTAA as Charitable Trust in NZ

As President, I was handed a request by New Zealand DTAA members which asked the DTAA to pursue an application with the New Zealand Companies Office to become incorporated as a charitable trust board in New Zealand. A Special General Meeting held in March 2020 passed the resolution unanimously. For the first time voting was held both online before the meeting as well as by those present at the meeting, allowing more voting members to have their say. This incorporation allows DTAA to hold a legal status in New Zealand and assists DTAA to fund and support its New Zealand members. DTAA is currently the only creative arts organization to hold legal status in both Australia and New Zealand.

### Development of key Governance documents and processes

As part of DTAA's focus on increasing the viability of our profession, it is important that the organization has its governance and other professional processes up to date and meeting regulatory standards. Development of documents and policies takes many hours, focussed minds, and collaborative efforts. I am delighted to report that the Board has been diligent in these matters and the resulting documents can be found on the DTAA website under Policies [here](#).

Although each Committee Convener will discuss the documents and policies for which they have been responsible, I draw your attention to the 2020-2022 Strategic Plan. On the Friday before the 2018-2019 AGM the Board instituted what we hoped would be a new initiative – meeting face to face once a year to develop and/or renew the Strategic Plan. The day was successful both at a policy and collegial level. You can access [the DTAA Strategic Plan](#) here. Sadly, due to the pandemic this initiative had to be shelved for this year.

### The Covid-19 Pandemic

The lockdown in Australia, New Zealand, and surrounding countries changed the ability of many professions to practice. As a therapeutic modality that values the nonverbal, dynamic moving person dance movement therapists had to become resourceful in finding work or changing how we worked.

Nonetheless, many dance movement therapists did lose their DMT employment due to working in the high-risk sectors such as aged care, disabilities, and hospitals.

The DTAA Board responded to the new circumstances created by Covid-19 restrictions with the following measures:

- On April 26, a **Free Webinar** titled "Taking your DMT Practice Online", was offered for DTAA members. The resources and recording from that event can be found on the DTAA website <https://dtaa.org.au/members-resources/>
- **Membership Renewals** - The loss of DMT work as a result of the Covid-19 diminished some members' income streams. DTAA offered a three month grace period for payment of membership renewals, as well as personalized payment plans upon request.
- **Professional Development events** - Visiting overseas professionals all had to cancel their trips to Australia, meaning of course that their workshops were also put on hold. Nonetheless the PDC jumped into action identifying professionals who could offer online workshops.
- **CPD Audit** – Because the face to face workshops and seminars planned for 2020 were cancelled, DTAA chose to offer a grace period for the acquisition of CPD, delaying CPD audits until 2021.
- **DMT Training** was also disrupted by the Covid-19 lockdown, with face to face classes, practicums, and supervision no longer possible. DTAA responded to the requests of training organizations with an interim set of guidelines for moving to online practice and supervision, as well as for DTAA membership applications. The guidelines were initially intended to support training organizations during the pandemic period. Now that we realize Covid-19 is with us for the long-term, becoming 'dually skilled', both in person and online delivery of DMT, has become important for DMT. DTAA is looking at making the interim policy a more permanent policy as it will support dance movement therapists to work more flexibly for the long term, as well as serve more remote and diverse populations.



### Hiring of Professional Support Staff

DTAA is growing, in terms of professional membership as well as in the ways it is working to support the needs of these members. Much work happens 'behind the scenes' so to speak, such as updating the website, sending out members' notices, managing membership renewals, applications and requests for information, keeping clear and complete financial records, and preparing numerous reports. The Board approved the hiring of a Melissa Croft as bookkeeper and Donna Parker as administrator. The skills of both these professionals has reduced the workload of the Board, and particularly of the Executive.

In closing I want to say that despite the downturn in jobs and the economy, Dance Movement Therapy is vibrantly active. This year DTAA has accepted THIRTY-SIX practising members ('new' Associate, Provisional Professional, and Professional levels). New members from Australia, New Zealand, Taiwan, and Malaysia are looking to DTAA as their professional organization. In the coming year, DTAA will work hard to serve all of you.

I now invite you to read the reports from each Committee Convener regarding the achievements and activities of their respective committees.

Respectfully submitted,



Sandra Lauffenburger  
DTAA President



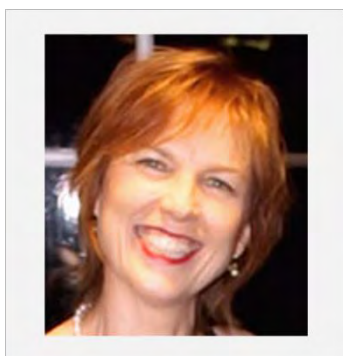
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NEW  
PRACTICING  
MEMBERS



## FINANCE COMMITTEE (FC) REPORT

Robyn Price, Treasurer



### Committee Convener:

Robyn Price, Treasurer

Francoise Bale, Treasurer

### Committee Members:

The Treasurer is supported by other members of the Board in regard to banking.

The paid Bookkeeper keeps records and assists with reporting.

### Brief Statement of objectives as per the DTAA Strategic Plan:

- Appointed a Bookkeeper to aid with finances each month.
- Installed a financial management package, set up a chart of accounts and transferred all data onto this.
- Due to Covid-19, the total of our membership income for this year was somewhat unknown for the first quarter. We agreed to allow members a grace period and so a number delayed payment until the end of September.
- We also didn't know what the PACFA fees would be since they are dependent on our member numbers.
- It looks like many of our General Members will not renew this financial year. However, there is a large number of members successfully applying for active membership levels.
- The other significant impact on income was with events. After the Nana Koch and Bonnie Meekums workshops in Melbourne and Auckland, we had to cancel several events due to run in Sydney and Melbourne. This was disappointing.
- However, we finally took the leap to offer online PD events and have now run five. Even though in-person events will return, we expect to offer around 6 events each year online. This provides access to all members, no matter their income and no matter their location and feels like a significant step. It also provides a steady, albeit modest income stream we never had before.
- You will see that the administration costs have been high. There was a handover period with the Administration function and our new administrator costs us more; however the efficiencies we are seeing are well worth the investment.

### Focus for 2020-2021:

Ensure all finances, those of the DTAA and HEMF Committee, are visible on the same QuickBooks system, to allow for complete reporting as required by the government authorities. It is expected this will be done by the end of this calendar year with the guidance of an accountant – an unexpected expense item. Since the budget is moving to QuickBooks in the next month or so, our aim is to use this tool to manage the finances month by month in a way that involves the entire Board.

I'd like to know by the end of this financial year exactly how much it costs to run the association and how much we need to earn to cover our costs. Income producing opportunities are a constant source of interest.

**Plans for 2020-2021:**

The rest of this financial year is going to be a year of consolidation and preparation. I'd like to thank Francoise for setting the wheels in motion with the appointment of the bookkeeper and selection of the accounting package.

Next will be a project to identify ways to improve our income from publications. Again, we will need to invest in digitising these resources, but once we do, they will be available to people from around the world, and more importantly, to our students throughout the Australasia region.

Thanks to the Board for their ongoing support, particularly Sandra who is always there when I need her.

**Robyn Price**  
**DTAA Treasurer**



Kim Dunphy (DTAA President) and Robyn Price (DTAA Treasurer) DTAA AGM 2019

# Dance Movement Therapy Association of Australasia Inc

## PROFIT AND LOSS

July 2019 – June 2020

			<b>TOTAL</b>
<b>Income</b>			
	Book Sales		1109.09
	Events		14198.05
	Memberships		
		Applications	1701.97
		Associate	3447.50
		General Member	2461.25
		General Member - Concession	900.00
		Other	100.00
		Professional Member (Aust)	11787.50
		Professional Member (International)	2139.58
		Provisional Professional Member (Aust)	1565.00
		Provisional Professional Member (International)	340.00
		<b>Total Membership</b>	<b>24442.80</b>
	Publications		467.24
<b>Total Income</b>			<b>A\$40211.18</b>
<b>Cost of Sales</b>			
	Cost of Sales – Book Sales		
	Design and Production		410.40
	Postage and Delivery		232.17
	<b>Total Cost of Sales-Book Sales</b>		<b>642.57</b>
	Cost of Sales – Events		
	Administration		20.00
	Catering		586.97
	Consumables		118.06
	IT, Software & Equipment		308.98
	Presenters		8050.28
	Travel Accommodation & Allowances		305.28
	Venue Hire		963.50
	<b>Total Cost of Sales-Events</b>		<b>10353.07</b>
	Cost of Sales - Publications		
	Design and Publication		581.90
	Postage and Delivery		678.90
	Printing		679.90
	<b>Total Cost of Sales-Publications</b>		<b>1940.70</b>
<b>Total Cost of Sales</b>			<b>A\$12936.34</b>
<b>GROSS PROFIT</b>			<b>A\$27274.84</b>
<b>Other Income (Loss)</b>			



	Interest Income		221.60
<b>Total Other Income (Loss)</b>			<b>A\$221.60</b>
<b>Expenses</b>	Accounting, Bookkeeping & Business Consulting		768.00
	Bank Charges and Fees		743.88
	Contractor Expenses (Non Salary)		11298.71
	Insurance		3209.93
	Interest Expense		0.16
	Office Expenses		1128.30
	Printing, Stationery & Supplies		159.19
	Professional Membership Fees (EXPENSE)		9190.07
	Registration and Licences		59.20
	Telephone & Internet Expenses		696.90
<b>Total Expenses</b>			<b>A\$27254.34</b>
<b>NET EARNINGS</b>			<b>A\$242.10</b>



# Dance Movement Therapy Association of Australasia Inc

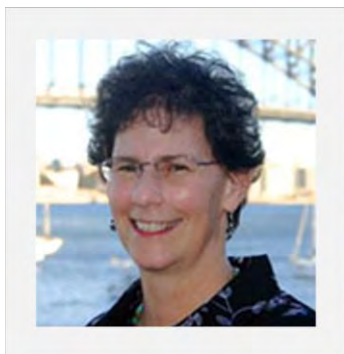
## BALANCE SHEET

As of June 30, 2020

			<b>TOTAL</b>
<b>Assets</b>			
	Current Assets		
		Community Solutions 1	4885.41
		Debit Card Account	371.53
		Kiwibank	4026.24
		Paypal Transactions	9680.03
		Westpac Business Cash Reserve Bonus	51079.77
	Total Current Assets		<b>A\$70042.98</b>
<b>Total Assets</b>			<b>A\$70042.98</b>
<b>Liabilities and Shareholder's Equity</b>			
	Shareholders' Equity:		
		Net Income	242.10
		Opening Balance Equity	69800.88
		<b>Retained Earnings</b>	
	Total Shareholders' Equity		<b>A\$70042.98</b>
<b>Total Liabilities and Equity</b>			<b>A\$70042.98</b>

## GOVERNANCE COMMITTEE (GO) REPORT

### Eileen McDonald



#### Committee Convener:

Eileen McDonald, Secretary

#### Committee Members:

The members of the Executive form the Governance Committee: Sandra Lauffenburger (President), Robyn Price (Treasurer), Connor Kelly (Vice President)

#### Strategic Plan Objectives and Activities for PMC:

Objective 1: Improved quality of DMT Work	
1.6.4	Ensure all constitutional, by-laws, policies, and procedures meet proper governance standards and are continually aligned with ASIC, PACFA, and other governmental requirements.
1.6.5	Clarify relationship and constitutional working processes associated with HEMF
1.6.9	Investigate moving DTAA and/or HEMF to DGR status

The GC came into existence after the development and approval of DTAA's constitution in 2018. At that time, it became clear that DTAA was in need of a number of clarifying governance policies and by-laws. In 2019, these needs increased because DTAA moved from being an Association Incorporated in Victoria to a national Registrable Body.

The GC oversees the Constitutional and governance processes by which DTAA operates, including creation of policies and procedures for the enactment of Board decisions. This committee is also responsible for DTAA's legal status, which is now as a Registrable Body under ASIC.

#### Activity in 2019-2020

The Governance Committee has had a productive year as it moves to ensure all governance processes are transparent and meet legislative standards. The activities this year include:

- Clarify DTAA relationship and responsibilities with the HEMF Trust to comply with DTAA registration requirements in collaboration with HEMF Convener Mandy Agnew and HEMF committee and work towards DGR status for Trust
- Review and update Complaints policy for Professional Practice to align with PACFA Member Association requirements in collaboration with PACFA Liaison Juliette Kirkwood & Board
- Review and update Ethics Policy to align with PACFA Member Association requirements in collaboration with PACFA Liaison Juliette Kirkwood, Ethics Committee & Board
- Prepare Conflict of Interest Policy, Conflict of Interest Register, Confidentiality Deed Poll / Intellectual Property Rights in collaboration with Board. Arranged reviews of new documents with Legal & Human Resources experts.

- Completed the PACFA Ethics 12 hour short course. Arranged for PACFA approval for DTAA to have the Ethics course handouts and slides available to DTAA members on our website.
- Assist Board with Covid -19 documentation for PACFA
- Review documents and website to ensure necessary wording for registration compliance requirements

### GC Plans for 2020-2021

The year 2020-2021 will not be any less busy as the following projects will be addressed:

- Progress set up for HEMF trust donations through DTAA website
- Continue working towards ensuring governance procedures are up to date including reviewing policies and processes for organisation & Board
- Constitution review continued and recommendations to membership for vote on updates and changes in 2021
- Continue internal and external processes for applying for DGR status for HEMF Trust
- Constitution update
- Communications & Privacy and other policies updated and reviewed
- Prepare disclaimer for website and publications
- Continued governance training
- Prepare induction materials for Board

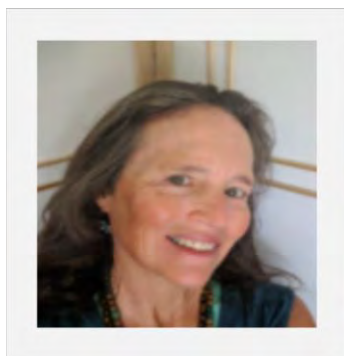
Respectfully submitted,  
**Eileen McDonald**  
 Secretary and Convener





## ETHICS COMMITTEE (EC) REPORT

### Connor Kelly



#### Committee Convener:

Connor Kelly, Ethics Committee

#### Committee Members:

Jan McConnell, Francoise Bale, Mary Rose Nicol

#### Strategic Plan Objectives and Activities for PMC:

Objective 1: Improved quality of DMT Work	
2.2.1	Develop updated Code of Ethics
2.2.2	Develop appropriate Privacy Policy
2.2.4	Develop fitness to practice standards

The Ethics Committee holds the responsibility for strengthening the practice of DMT by developing governance processes that address policies enhancing professional practice such as ethics, privacy, confidentiality, and fitness to practice among others.

#### Activity in 2019-2020

DTAA's Code of Ethics was developed at least two decades ago and has had little revision since. One modest revision was made in 2013 in response to changes with PACFA's requirements. Since that time there have been significant developments in demands on practitioners to meet various standards of professional practice. Particularly significant are the requirements from the NDIS and PACFA about Code of Ethics, namely DTAA's requirements of practitioners to notify the professional body if a member becomes unable to meet the requirements of the Code of Ethics. The DTAA thus made the re-development of the Code of Ethics and Rules of Professional Conduct a priority task for 2019-2020.

The committee has worked diligently on a monthly basis to create the document, invite feedback through email invitation and webinars, and incorporation of these responses into the document being presented for approval at this AGM. Please [click here](#) to access the updated Code of Ethics.

#### Plans for 2020-2021

In the coming year the committee will complete updates to the document and present an information webinar. Upon the acceptance of this document, the Ethics Committee will begin work on the other relevant activities on the Strategic Plan.

Respectfully submitted,

**Connor Kelly**

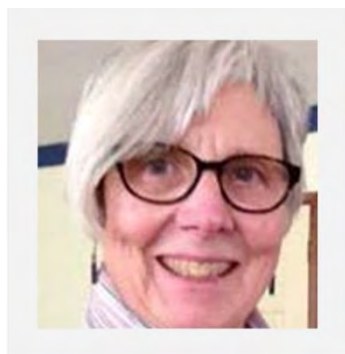
Vice President and Convener



DTAA  
-  
articulating  
standards of  
practice

## PROFESSIONAL MEMBERSHIP COMMITTEE (PMC) REPORT

### Sandra Lauffenburger



#### Committee Convener:

Sandra Kay Lauffenburger

#### Committee Members:

Alberto Dimarucut, Angela Leung, Anne Hurst, Connor Kelly, Deborah Scarfe, Eileen McDonald

#### Strategic Plan Objectives and Activities for PMC:

Objective 1: Improved quality of DMT Work	
1.2.1	Increase value of membership by increasing members-only services
1.2.3	Encourage all eligible members to strive towards highest membership levels
1.3.5	Coordinate supervision and CPD reporting/auditing process for registered members
1.6.7	Ensure membership processes align with new membership levels, training and supervision standards, language, format

The PMC manages applications for all levels of DMT membership, which now include 'new' Associate, Provisional Professional and Professional levels. It regularly monitors and adjusts the membership criteria to ensure DTAA is aligned with other psychotherapeutic and creative arts professions. It also audits CPD and supervision. It liaises with other committees such as the TEC, TPC, and PDC to ensure that membership and CPD requirements are aligned across the organization.

#### PMC Activity in 2019-2020

The PMC's activities for the 2019-2020 year have focussed on activities related to the Strategic Plan. They are as follows:

1.6.7	<b>Ensure Membership processes align with other organisations and internal processes</b> <p>In order to align DTAA membership levels with PACFA the requirements for Associate membership level was changed by creating clearer criteria for who would be accepted into the 'new' Associate level. To join at this level, the applicant must have graduated from a training program with an ASQ accreditation of 6 or higher, have completed 40 hours of leading a complete DMT session, and have received 10 hours of supervision.</p> <p>The PMC has also begun streamlining the application process. With the support of the DTAA Administrator, we have created a simpler application form and process.</p> <p>Additionally, in order to upgrade to a more advanced level of membership, the dance movement therapist no longer has to complete the full application, but simply add the documents required by the next level using an application to upgrade form.</p>
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1.3.5	<b>Co-ordinate supervision and CPD Reporting Auditing/Process</b>
	In response to the pandemic and its effect on our profession, the PMC developed a Covid-19 CPD audit policy to ease pressure on Professional members for 2020. A grace period of one year was accepted by the Board. It is intended that CPD auditing will resume in 2021.
1.2.3	<b>Encourage Members to Strive toward Highest Membership Levels</b>
	<p>In conjunction with the changes to the criteria for Associate membership, letters notifying all previous Associate members were sent regularly. Starting in 2017, Associate members were alerted to changes which would result from the acceptance of the Competency Standards (which occurred in 2018). They were reminded of these coming changes every year, culminating in a letter in 2020 noting the new criteria and encouraging them to apply to for Associate membership. Several members took up this offer.</p> <p>The PMC, working in concert with the Supervision Committee, has recognized the need to have a pool of recognised DMT supervisors. To achieve this the PMC is in the process of developing the criteria for a Clinical level of membership. It is hoped this level can be introduced in the 2020-2021 year.</p> <p>This year the PMC review panel has once again been incredibly busy. During the calendar year 2020, they reviewed and accepted 36 DMT-practitioners as members.</p>

The PMC and DTAA congratulate the following new members who will be inducted at the 2020 AGM:

#### NEW ASSOCIATES:

Maria Szcsukova  
 Vikki Blanche  
 Sarah Lane  
 Hilda Mali  
 Sandi Middleton  
 Grace Yap  
 Emily Lile  
 Michael Albertine  
 Alana Parrott Jolly  
 Dominique Williamson  
 Ashley Berry  
 Stacey Lake

#### PROVISIONAL PROFESSIONAL:

Maud Gubbels  
 Meagan Otu  
 Eri Mullooly-Hill Konishi  
 Dr Diana-Lea Baranovich  
 Michelle Heyder  
 Hsiu-Ya Yu  
 Lilith Zieltjes  
 Jennifer C Liu  
 Amanda Calabro  
 Theresa Chang  
 Janina Murta  
 Chen Yun Ju  
 Carol Meyer  
 Kristine Walsh  
 Helen Fergusson  
 Sarah Tuckett  
 Phillippa Sherry  
 Judith Adcock

#### PROFESSIONAL:

Laura Day 220-01  
 Elise Loh 220-02  
 Mioi Forrester-Nakayama 220-03  
 Kimberley Ryan 220-04  
 Emilia Rubio 220-05  
 Sarah dos Santos 220-06  
 Ann Way 220-07  
 Steve Harvey 220-08



Although Covid-19 will possibly affect our profession for years to come, the PMC hopes that normalization of PMC and membership functions, such as obtaining training, CPD, and supervision, will find a new normal. In the coming year, the PMC intends to address the following:

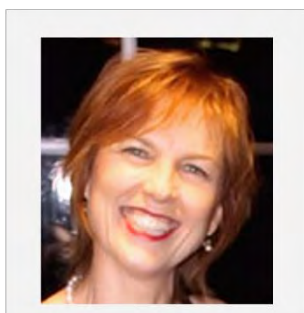
1.3.5	As mentioned earlier, this will involve clarifying the criteria for the Clinical level and creating a straightforward application process. It may also include writing to all Professional members and inviting them to consider upgrading their membership level.
1.2.1	As people and organizations settle into a new normal, it is hoped that CPD events can resume, as well as Supervision days. The PMC will work with the PDC and SC to ensure that opportunities to advance your knowledge are created.
1.6.7	In addition to the committees noted above, the PMC will also work with the TEC, as well as monitor PACFA and ANZACATA, to ensure that DTAA membership criteria is of a best practice standard.

Respectfully Submitted  
**Sandra Kay Lauffenburger**  
 Convener PMC



## PROFESSIONAL DEVELOPMENT COMMITTEE (PDC) REPORT

Jane Guthrie / Robyn Price



### Committee Convener:

Jane Guthrie, PC Committee, PD Committee  
Robyn Price, Treasurer (FC, PDC)

### Committee Members:

The PDC calls on assistance as needed. Others who have been involved Sharon Todd-Miller, Meredith Lucy, Connor Kelly, Ann Way, etc. When DTAA hold Face to Face events,

it is important to have assistance and support from people living local to the event.

### Strategic Plan Objectives and Activities for PMC:

Objective 1: Improved quality of DMT Work	
1.3.1	Present regular skill development activities based on evidence-informed practice
1.3.2	Present activities addressing identified needs of practitioners or take advantage of special opportunities
1.3.7	Begin planning for a successful conference or symposium offering relevant professional development
1.4.1	Ensure DTAA's professional development activities address DTAA's competency standards
2.1.4	Active engagement with other creative, somatic and psychotherapeutic associations for development of PD events

Activities organised for DTAA professional development (PD) are based on evidence-informed practice, together with identifying practitioners needs. Opportunities are also taken advantage of as they arise such as using well-known DMT professionals who visit Australia from overseas. Planning for an event such as a conference is currently on hold, until the Covid-19 pandemic subsides or has means of control. PD activities are always organised in line with DTAA's Competency Standards. The PDC is also pleased to report that active engagement with other creative, somatic and psychotherapeutic associations/ groups has been underway already for quite a long time.

### Activity in 2019-2020

The PDC is a very active committee and 2019-2020 was not different despite the interruption by the pandemic. Events that have taken place 2019-2020 include:

- The Practice of Authentic Movement: A Two Day Immersion with Connor Kelly. Saturday 7 and Sunday 8 September 2019. Dancehouse –Carlton North VIC
- AGM Professional Development Day – Saturday October 26, Darlinghurst NSW. *Improving our employment possibilities through evidence-informed practice in dance movement therapy: what does it mean and how can we do it?* Presenters and organisers: Sue Mullane and Kim Dunphy with Suzanne Scarrold, Angela Kastanis and Clare Etherton

- Nana Koch: Psychomotor Therapy and improvisational techniques around Liljan Espenak's system of treatment – Feb 1 & 2 Melbourne 2020.
- Body Memory and the Unconscious – February 8, 2020, Auckland, NZ Saturday, February 8th, 2020, The University of Auckland. Presenter: Dr Bonnie Meekums.
- Taking Your DMT Practice Online – Free Webinar for DTAA Members, Sunday April 26th, 6-8pm (AEST), 8-10pm NZ.

#### **Events cancelled due to COVID-19**

- Making Connections Suicide Prevention Program (MCSPP) – POSTPONED to May 2021. Associate Professor Susan Imus.
- Other events in the pipeline for 2020 and 2021, some of which may take place depending again on the situation with COVID 19. See Focus for 2020/2021

#### **PDC Plans for 2020-2021**

An equally busy year, pandemic allowing, is planned for 2020-2021. The PDC hopes the following will occur (some have occurred since June 30, 2020, the date to which this report covers:

- Tracey Nicholson Somatic Movement and Breath webinar – completed
- Amber Gray webinar – September 27, 2020
- Two half day webinars on the day prior to the AGM – October 10, 2020

#### **Opportunities - pandemic permitting:**

- Reschedule the Making Connections Suicide Prevention Program
- Re-schedule, site specific dance/performance in Sydney. Marylee Hardenburgh first half 2021
- Re schedule - Bonnie Meekums – was due in Melbourne 2021
- Martha Eddy, under discussion – if she travels through Queensland during 2021.
- Nana Koch for Sydney

If any of these travellers (as above) are here at the same time and we are COVID free:

- A symposium or summit, extended weekend could be organised with Workshops from visitors and local presenters, instead of an actual formal conference.
- Look into possible partnerships. But needs discussion as there are advantages and disadvantages.

If actual events not possible, the PDC will continue to organise webinars from those mentioned, as well as from the pool of highly-skilled presenters in our midst, depending on the identified needs of our DMTs.

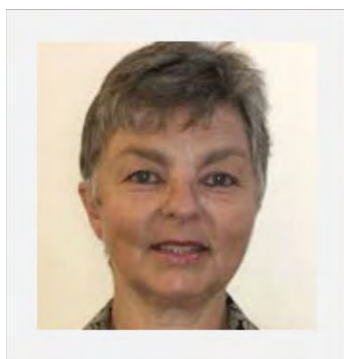
Respectfully submitted,

**Jane Guthrie and Robyn Price**

PDC Co-Conveners

## RESEARCH COMMITTEE (RC) REPORT

Kim Dunphy



### Committee Convener:

Sue Mullane and Ella Dumaresq, July – Dec 2019  
Kim Dunphy, Feb-June 2020

### Committee Members:

Sue Mullane, Ella Dumaresq and Kim Dunphy

### Strategic Plan Objectives and Activities for PMC:

Objective 1: Improved quality of DMT Work	
1.5.2	Raise practitioners' skills in use of evidence-informed practice
2.3.3	Encourage participation in research and partnerships with researchers

### Activity in 2019-2020

The RC has been steady and regular in their Strategic Plan activities. During this past year they have created events to promote evidence-informed practice (EIP) through:

- Creating an EIP statement and webinar to introduce the concept,
- offering PD activity over 2019 AGM weekend.
- Ongoing monthly forums in which members engage with professional literature. These are mostly well attended, with between 5 and 50 participants from diverse geographic locations and professional stage.

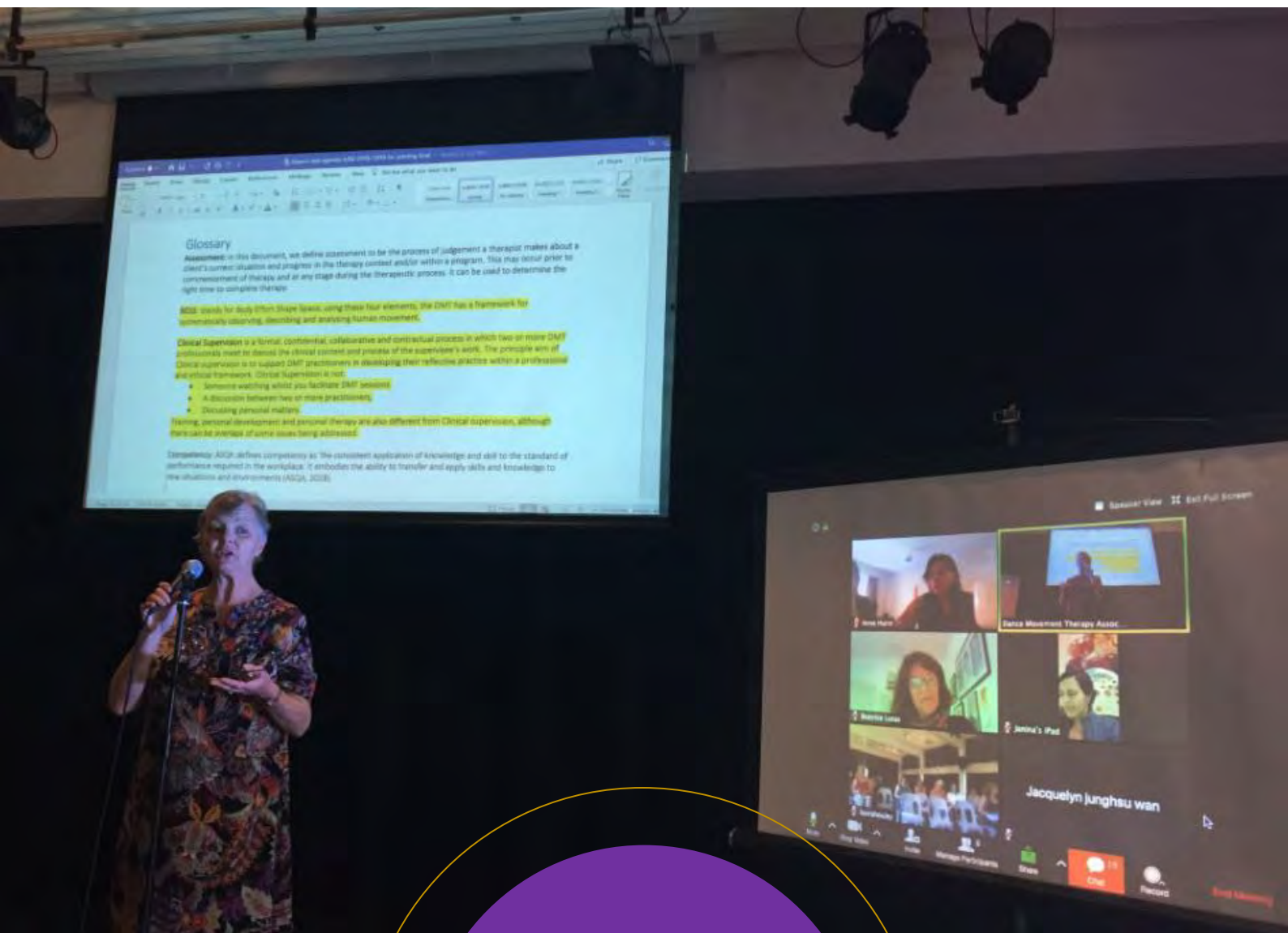
### RC Plans for 2020-2021

In the coming year, the RC will continue with ongoing monthly forums. Additionally, the RC welcomes new leadership contributions from Brigitte Puls.

Respectfully submitted,

**Kim Dunphy**

Research Committee

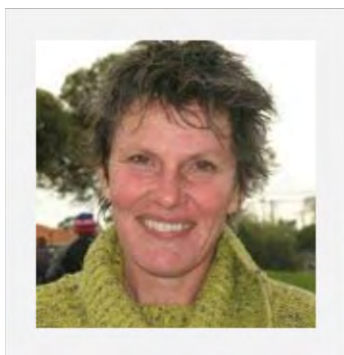


Dance Movement  
Therapy -  
Improved health  
and wellbeing



## TRAINING AND EDUCATION COMMITTEE (TEC) REPORT

### Sue Mullane



#### Committee Convener:

Sue Mullane, TEC Convener

#### Committee Members:

Connor Kelly, Eileen McDonald, Suzanne Scarrold, Virginia Woods

### Strategic Plan and Objectives for TPC:

#### Objective 1: Improved quality of DMT Work

1.1.1	Establish Standards for DMT training and advocate those to course developers, including articulation of what is DMT, and what is not; cultural competence and application of DMT to different populations.
-------	--

The DTAA has not yet had a set of training standards or a process for accreditation of dance movement therapy training courses. To date, DMT training courses in Australasia have taken various options re accreditation: from no accreditation, to accreditation with PACFA, government recognition, or university recognition. DTAA Professional Membership requirements have been used as a quasi-set of standards, with courses attending to those requirements in developing curriculum and deciding on number of hours for training and placements.

In late 2018, a set of Competency Standards for the DMT profession in Australasia was adopted, to identify competencies expected of contemporary dance movement therapists in Australasia. These Standards provide a platform for defining learning outcomes and assessment benchmarks for dance movement therapy training. This now makes it possible for a set of training standards based on these to be developed.

Thus, the TEC is focusing effort into developing the DTAA Training Standards to reflect the accepted Australasian Competencies for DMT practice.

#### Activity in 2019-2020

In the period of June-December 2019, TEC members completed a review of:

- DTAA Competencies;
- Current Australasian DMT courses; and
- Major international DMT courses.

#### TEC Plans for 2020-2021

In the coming year, the TEC will continue as above, as well as to advocate these Standards to Training Providers Committee (TPC) members, and the wider DTAA membership. The committee intends to take the following actions:

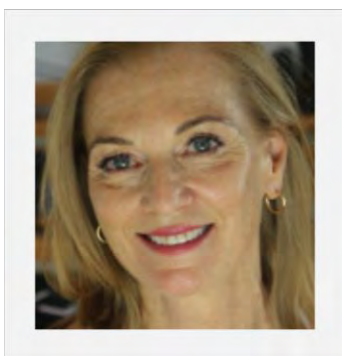
- Review the reforms made to the Australian Qualification Framework (AQF) and impact for DMT training organisations
- Review the rise of online DMT training and facilitation with view to formalising DTAA online policy
- Liaise with Professional Membership Committee (PMC) members re categories of membership and concomitant criteria in relation to student graduate membership, at all levels
- Devise core competency criteria for all levels of DTAA membership and liaise with TPC to ensure course content addresses these criteria for applicable level/s of membership.

Respectfully submitted,  
**Sue Mullane**  
TEC Convener



## TRAINING PROVIDERS COMMITTEE (TPC) REPORT

Tracey Nicholson



### **Committee Convener:**

Tracey Nicholson, TPC Convener

### **Committee Members:**

Kim Dunphy, Jane Guthrie, Maeve Larkin, Anaia Treefoot, Jacqueline Wan

### **Strategic Plan and Objectives for TPC:**

This committee consists of the directors of DMT training programs within Australasia. It addresses issues, needs and concerns arising as DTAA establishes its Training and Education standards. It also provides advice and input regarding the on-the-ground observations of the DMT training industry and alerts the DTAA Board to needs within the industry, such as those recently occurring with the Covid-19 pandemic. Regular meetings of TPC are held to discuss concerns and needs and relevant items are communicated to the Board.

Training Organisations are surveyed as needed to provide data for DTAA policies. For example – Supervision and Placement standards.

### **Activities in 2019-2020**

The TPC is a very young committee which only came into existence in November 2019. The need for this committee was determined as a result of the development of new practicing DMT membership levels and the establishment of the competencies for dance movement therapy.

Made up of industry training providers, the TPC is well-placed for advising the Training and Education Committee (TEC) and can provide the DTAA Board with valuable industry input. An example of this was the interim document which outlined acceptable forms/methods of what could constitute Clinical Practice, Supervision and student placement during Lockdown phases necessitated by the COVID-19 Pandemic in 2020.

At its inception the TPC Convener created a Survey to establish clearly the committee's purpose and of what its needs were comprised. The results showed an overwhelming support for communication between industry training organisations as well as between these organisations and DTAA.

Data collection relating to Supervision was also collected this year. It was the basis of useful discussions and ideas among members who shared how each organisation addressed supervision stipulations and the qualifications and experience required to be a Supervisor.

**Plans for 2020-2021**

Once the TEC has established Standards for DMT training, the TPC will discuss how these standards are currently embedded within existing training programs and if not, how to effectively incorporate them into those programs now and in the future.

Other foci of the TPC will include:

- Encouraging students to join DTAA
- Heightening awareness among DMT students about the benefits of joining DTAA
- Working with DTAA membership committee to ensure that membership processes are simply aligned with education standards and graduate outcomes
- Determining the existence of training courses that include evaluation and research
- Encouraging DTAA to overtly and actively supporting training programs as a way of assisting DMT becoming recognised as an allied health profession
- Promoting student membership and lobbying DTAA to establish good lines of communication between DTAA and students – maybe a student forum section on the website

Respectfully submitted,

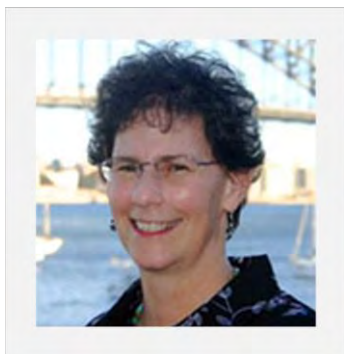
**Tracey Nicholson**

Convener TPC



## SUPERVISION COMMITTEE (SC) REPORT

Eileen McDonald



### Committee Convener:

Eileen McDonald, Secretary

### Committee Members:

Jacquelyn Wan, Anne Hurst, Connor Kelly, Susan Mullane

### Strategic Plan Objectives and Activities for PMC:

#### Objective 1: Improved quality of DMT Work

1.6.7	Ensure membership processes align with new membership levels, training and supervision standards, language, and format.
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The SC came into existence after the development of the Competency Standards. At that point training standards as well as membership level criteria needed to be developed or readjusted to better coordinate with the Competency standards. The SC's initial function was to develop recommendations for supervision standards for membership requirements at each level of membership

### Activity in 2019-2020

The SC diligently approached their initial task by completing the following activities:

- Researched supervision definitions and processes from other dance & other arts therapies, counselling and psychotherapy organisations internationally
- Committee used an iterative Delphi process to reach consensus to define the types of supervision for DTAA
- Circulated to board & members for feedback the committee recommendations for supervision definitions for student/trainees/ provisional and professionals, individual and group supervision
- Collaborated with the PMC & TEC on agreed supervision hours required for current membership levels

### SC Plans for 2020-2021

In this coming year, the SC plans to complete the requirements for membership levels and then address:

- Updating supervision requirement processes for membership levels and establish processes for supervisors and supervision training in collaboration with TEC & PMC
- Requirements for supervisor and supervision training
- Establish supervision register
- Establish supervision reporting procedures

Respectfully submitted,

**Eileen McDonald**

SC Convener

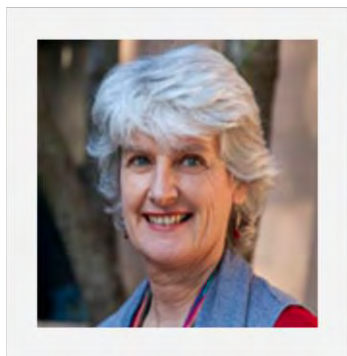




Dance  
Movement Therapy  
-  
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## MARKETING AND PROMOTIONS COMMITTEE (MPC) REPORT

Maeve Larkin



**Committee Convener:**

Maeve Larkin, MPC

**Committee Members:**

Mary-Claude Vienet

**Brief Statement of Objectives as per DTAA Strategic Plan:**

The M&P committee has two objectives which are to develop flyers for DMT use and to develop webinars on building one's business practice, supported by PDC

**Committee's Actions and Achievements in 2019-2020:**

- Wording approved for DMT and Older Adults Flyer
- The engagement of three DMT's, from Australia and NZ in a voluntary capacity to devise wording and provide photos for Children and Autism, Teens who experiencing anxiety and depression and DMT and mental health Flyers.
- The engagement of a paid designer to create a template which can be adapted for a variety of flyers

**Focus for 2020-2021:**

The focus for 2020-2021 will be to complete the flyers and have available on the website and to consider the development of the webinars.

- To complete the flyers
- To begin discussions with the Convener of the PDC re development of webinars.

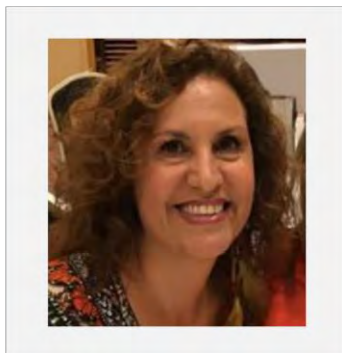
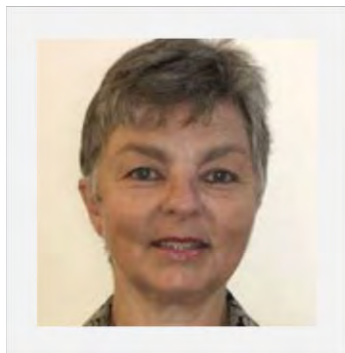
Respectfully Submitted,

**Maeve Larkin**

Convener MPC

## WORKPLACE DEVELOPMENT COMMITTEE (WDC) REPORT

Kim Dunphy / Juliette Kirkwood



### Committee Convener:

Kim Dunphy and Juliette Kirkwood

### Committee Members:

Kim Dunphy and Juliette Kirkwood

### Strategic Plan Objectives and Activities for PMC:

Objective 1: Improved quality of DMT Work	
1.5.1	Increase value of connection to PACFA
2.1.2	Maintain strong connection to PACFA
2.1.4	Activate engagement with other creative, somatic and psychotherapeutic associations
2.1.6	Assist DMT to become recognized as an allied health profession
2.2.3	Develop Scope of Practice for DMT in Australasia
2.5.1	Develop pro-active approaches to attracting people of diverse cultural backgrounds and gender to training and professional development

This committee aims to advocate for dance movement therapy to be included in the options of recognised professions to deliver services to NDIS and ACC clients, and provide information to DTAA members regarding potential avenues for funding support through the various insurance schemes, which may include registration processes for individual therapists and other options. It also has responsibilities for issues such as rates of pay for DM therapists, contracting and ethical issues.

### Activity in 2019-2020

The WDC has a very strong brief for the advancement of the profession of DMT. Activities and achievements this year include:

- **New name and scope for committee:** the committee is entitled now Workforce Development and expands activities to encompass members working on NDIS registration, ACC registration in New Zealand, liaising with PACFA and other relevant industry bodies, and other tasks that advance members' employment prospects.
- Publication in *Moving On* of an article to support members to access NDIS funding by Tessa Hens and Kim Dunphy: "Planning a dance movement therapy program for clients with intellectual disability: considering National Disability Insurance Scheme, host agency and dance movement therapy priorities". Other articles on the topic of employment possibilities for DM therapists by NZ members Jan McConnell, Brigitte Puls and Lesley Hawkins were published in *Moving On*.
- NDIS suite of resources for members completed and webinar held, October

- Scope of Practice, needed for NDIS approval of DMT contracted to Sue Mullane, June.
- Evidence-Informed Practice Statement presented, updated and approved September
- NZ group, led by Anaia Treefoot undertook negotiations with ACC re funding for DMT, but were unsuccessful because of small workforce.
- **PACFA-related tasks:**  
Juliette Kirkwood attended PACFA Council meetings and provided regular reports to Board and for members' enews
- Lobby to PACFA to add Dance Movement Therapy as a modality in 'Find a therapist' search engine.
- Continuing monitoring of PACFA's Government lobbying and identify actions that support employment opportunities for DMT's and advise members.
- **Other association connections**  
Kim developing an active relationship with ANZACATA

### WDC Plans for 2020-2021

The following tasks are planned by the TEC for this coming year:

- Create advice to members on self-advocacy
- Complete NDIS registration
- Increase promotion of DMT to potential employers or funders
- Increase practitioner skills in marketing and promotion of business
- Explore creation of or obtaining of e-versions of books sold by DTAA, including out of print, out of copyright

Respectfully submitted,

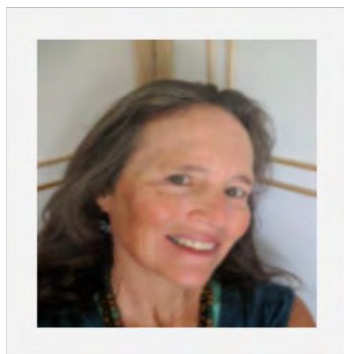
**Kim Dunphy and Juliette Kirkwood**

WDC Co-Conveners



## BRANCH LIAISON REPORT

Connor Kelly



### Committee Convener:

Connor Kelly, Branch Liaison

### Committee Members:

Branch Leaders of established branches, including Jan McConnell (NZ), and Robyn Price and Teresa Jackson (NSW). As other branches are established, this committee will expand.

### Strategic Plan Objectives and Activities for PMC:

Objective 1: Improved quality of DMT Work	
1.2.1	Increase value of membership
1.2.2	Increase active involvement of graduates

The Branch Liaison functions to support the Branches and the Branch Leaders to create their method of leadership as well as frequency of meetings. The Branch Liaison interfaces between the Board and Branches and advises each of governing structures needed or occurring.

### Activity in 2019-2020

In 2019-2020, much of my focus was on the needs of DTAA's New Zealand members. A request by New Zealand DTAA members that the DTAA Board pursue an application with the New Zealand Companies Office to become incorporated as a charitable trust board in New Zealand was facilitated. This resulted in a Special General Meeting held in March 2020 which unanimously passed the needed resolutions.

Also beginning in late 2019, the NZ Branch held regular ZOOM gatherings for all members. In February 2020 DTAA supported a very successful workshop given by Bonnie Meekums (UK) in Auckland. This significant event was the first time the DTAA held a Professional Development workshop outside of Australia.

### Plans for 2020-2021

My major activity will be to create a model for Branch functioning, and to encourage other regions, such as Queensland, Victoria, and possibly Taiwan to establish branches. This will require contacting key members in those regions and assisting them, as well as identifying potential Branch leaders.

Additionally, and ideally, when in-person events can happen once again, I will facilitate, with the assistance of the PDC, events or meetings for each Branch Region. Finally continued online Zoom branch gatherings will be encouraged and supported as needed.

Respectfully Submitted,

**Connor Kelly**

Convener Branch Liaison





DTAA  
NEW  
ZEALAND

## PUBLICATIONS COMMITTEE (PC) REPORT

Jane Guthrie



### Committee Convener:

Jane Guthrie

### Committee Members:

Team for each issue differs, but always includes: Jane Guthrie, editor, Anna Schlusser fine editing, Naomi Aitchison, adviser and reader. Reviewers are anonymous. The PC also uses volunteer editors who respond to call for assistance, come and go, but their work is very highly valued whilst they are there.

### Strategic Plan Objectives and Activities for PMC:

Objective 1: Improved quality of DMT Work	
1.3.3	Publish more articles online for members to read and use for work, CPD, and sharing of research, including pursuing the e-book options for DTAA's various publications
2.3.1	Develop a clearly articulated peer review process for inclusion on website and within journals

Overall the PC's intent is to produce a high quality publication which provides members (and others) with the opportunity to publish their work and read about the work of other DMTs. People submitting articles work with editors and reviewers to bring their work up to publication standards, and depending on the topic and approach, the article may be accepted in the non-peer review section. Once published articles are available for purchase by non-members.

### Activity in 2019-2020

Actions included the following:

- The first article is now on-line from the recent Vol 17, 1 & 2. This was a key research article for members to read and use prior to publication of the journal for research purposes.
- As per Objective 2.3.1, a peer review process has been submitted to the Board. Further action depends on Board approval or recommendations. However, a peer review process already exists within the journal but will now be formally reviewed by the Board.

It is important to note regarding reviewers. Reviewers are anonymous and we thank them but cannot name for confidentiality reasons.

### PC Plans for 2020-2021

The following items are on our agenda for 2020-2021:

In relation to Moving On publication:

- Complete the distribution of Vol 17, 1 & 2.
- Ensure the process for reviewing articles submitted for the journal is reviewed by the Board.

- Complete the special issue on Somatics and DMT. DTAA is sharing this volume with the Bodymind Centering group.
- Ensure peer reviewed articles are clearly identified

In relation to other publications:

- Discuss needs with Board, particularly with regard to e-books
- Continue promoting sales of both e-books and hard copies through creative means.

The most urgent need felt by the PC is to increase the size of the managing team. Managing the publications portfolio required a larger team. Thank you to all those who have assisted in this 2019 – 2020. Without the help received, nothing would have been achieved.

Respectfully submitted,

**Jane Guthrie**

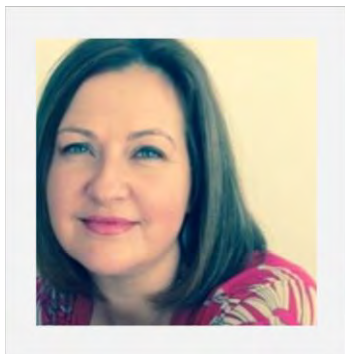
Convener





## HANNY EXINER MEMORIAL FUND COMMITTEE (HEMF) REPORT

### Mandy Agnew



**Committee Convener:**  
Mandy Agnew, HEMF Convener

#### **Brief Statement of Objectives as per DTAA Strategic Plan:**

This year we were pleased to welcome Teri McNeil as the newest member to our committee. Teri has replaced Natalie Poole in the role of Research Coordinator.

A large focus of the 2019-2020 period has been on reviewing the history of HEMF. The trust was formed in 2001 and almost 20 years later we have put pen to paper and outlined the development, intentions and overall unfolding of HEMF to where it stands today. A huge thank you goes out to our committee elders Ron Exiner and Jane Guthrie, who have been a part of HEMF since its inception. They have provided background information and context for us to pull together what we believe to be a clear explanation of the Foundations activities to date.

The 2019-2020 HEMF research grant was awarded to Hannah Friebe for her study titled: **‘Dance Movement Therapy Practice Development – as part of the *Sincerely, Survivor* Project – Arts-based Research into the human experience of complex mental illness and Victoria’s Mental Health System’**. The challenges of the current pandemic has meant that Hannah has had to refine her project and utilise a DMT online format. Her research now explores **‘The impact of online Dance Movement Therapy for professional dancers during the COVID 19 pandemic’**.

Verity Danbold continues her research into using **‘DMT as an Online Methodology’**. HEMF has granted Verity an extension for her research schedule. The use of online DMT has increased in response to the current pandemic, which now means Verity can draw upon this extended data, to further add value to her study. The research outcomes will now be available in early 2021.

The committee has continued to engage external resources which provide us with research expertise and support. Steve Harvey has kindly offered Research Advise and Project Mentoring for both Hannah and Verity. We deeply appreciate his commitment to the improvement of our DMT research and practice.

The 2019-2020 Annual Achievement Award was presented to two recipients, Anaia Treefoot and Kim Dunphy at the AGM in October 2019 in recognition of their exceptional and significant contributions to the development and advancement of dance movement therapy in Australia and New Zealand.

Expenditure exceeded income during the 2019/2020 financial year. Two grants were paid out during this financial year, simply due to timing of the research application review process. Also, income from the HEMF shares has been impacted by the current economic downturn.

A summary of the financials for 2019/2020, submitted by Ron Exiner, appears below;

**Opening balance 1/7/19: Cash at bank \$4413.91**

Expenditure: \$ 4623.97

Income: \$ 1144.12

Net result: \$ -3579.85

**Closing Balance 30/6/19: \$ 934.07**

The Exiner Family have guaranteed that funds will be provided for the 2020 grant, however HEMF will need to instigate fund raising activities going forward to ensure grant funds are available in the future. The committee wishes to thank the Exiner Family for their ongoing support, especially during these tough times.

I would like to thank all the member of the HEMF Committee for their commitment and willingness to contribute to this important work. It has not all been easy, but it has been worthwhile.

Respectfully submitted,

**Mandy Agnew**

HEMF Convener



HEMF Awards  
2019



## TABLE OF ABBREVIATIONS

### ABBREVIATIONS August 2020

#### DTAA BOARD

**SKL** Sandra K Lauffenburger

**ECK** E. Connor Kelly

**EM** Eileen McDonald

**KD** Kim Dunphy

**JG** Jane Guthrie

**RP** Robyn Price

**ML** Maeve Larkin

**TN** Tracey Nicholson

**JK** Juliette Kirkwood

**SM** Sue Mullane

**MA** Mandy Agnew

#### DTAA COMMITTEES, CONVENERS, ACTIVITIES

**PMC** Professional Membership Committee (SKL)

**MPC** Marketing Promotions Committee (ML)

**PDC** Professional Development Committee (JG & RP)

**TPC** Training Providers Committee (TN)

**TEC** Training & Education Committee (SM)

**WDC** Workforce Development Committee (JK & KD)

**SC** Supervision Committee (EM)

**PC** Publications Committee (JG)

**EC** Ethics Committee (ECK)

**CC** Competency Committee (SKL)

**FC** Finance Committee (RP)

**GO** Governance Committee (EM)

**RC** Research Committee (KD)

**HEMF** Hanny Exiner Memorial Fund (MA)

**Branch Liaison** (ECK)

**PACFA Liaison** (JK)

### ORGANISATIONS

**ADTA** American Dance Therapy Association

**DTAA** Dance Therapy Association of Australasia

**PACFA** Psychotherapy & Counselling Federation of Australia

**IDTIA** International Dance Therapy Institute of Australia

**TT** Tensegrity Training Specialised RTO focused on Pilates and Somatics training

**DTNZ** a training organisation in New Zealand providing dance therapy training

**UA** University of Auckland

**UM** University of Melbourne

#### AUSTRALIAN & NEW ZEALAND ABBREVIATIONS

**AGM** Annual General meeting

**SGM** Special General Meeting

**CPD** Continuing Professional Development

**EIP** Evidence Informed Practice

**NDIS** National Disability Insurance Scheme

**ACC** Accident Compensation Corporation (in New Zealand)

**AQF/NZQF** Australian Qualifications Framework / New Zealand Qualifications Framework

**RTO** Registered Training Organisation

#### PROFESSIONAL DESIGNATIONS

**DMT** Dance Movement Therapy

**Dmt** Dance Movement Therapist

**DMP** Dance Movement Psychotherapy

**Dmp** Dance Movement Psychotherapist

**UK** United Kingdom

**NZ** New Zealand

**DP** Donna Parker (Administrator)

**MC** Melissa Croft (Bookkeeper)

## OTHER DOCUMENTS

[DTAA 2018-2019 Minutes](#)

[DTAA 2020-2022 Strategic Plan](#)

[DTAA Code of Ethics](#)

A circular logo consisting of a solid purple inner circle and a thin gold outer ring. The text "DTAA 2019-2020 ANNUAL REPORT" is centered within the purple circle in white, uppercase letters.

DTAA  
2019-2020  
ANNUAL  
REPORT



## **ANNUAL GENERAL MEETING 2018-2019**

**Sunday 27 October 2019, 9.00 - 4.30 pm**  
**East Sydney Community and Arts Centre,**  
**34-40 Burton St, (cnr Burton & Palmer Streets), Darlinghurst, NSW**  
**Or by Zoom <https://zoom.us/j/2313362028>**

### **DRAFT Minutes**

#### **9.00- 9.30 am: Registration and chat**

##### **Attendances**

Robyn Price, Mary-Claude Vienet, Maeve Larkin, Eileen McDonald, Sharon Todd-Miller, Dominique Williamson, Suzanne Scarrold, Sue Mullane, Rosemarie Smith, Francoise Bale, Corrine Urquhart, Clare Etherton, Juliette Kirkwood, Sandra Lauffenburger, Debbie Scarfe, Anaia Treefoot, Angela Kastanis, Jane Guthrie, Cath Rummery, Dr Kim Dunphy, Laura Houley. From 3pm: Michelle Mahrer

##### **Zoom**

Morning & Afternoon: Janina Murta, Anne Hurst, Beatrice Lucas, Jung-Hsu Jacquelyn Wan, Verity Larraman, Doreen Lehmann, Connor Kelly,  
Afternoon: Mandy Agnew, Yumi Schaefer, Satyo Sullivan, Kim's family for some of afternoon session.

##### **Apologies**

Dr Sally Denning, Theresa Jackson, Ella Dumaresq, Lesley Hawkins, Maria Sangiorgi

#### **9.30 - 9.45 am: Welcome, Indigenous Acknowledgement (President Dr Kim Dunphy) and brief movement warm-up - Sue Mullane**

#### **9.45 - 10.45 am: Discussion topics**

*This session provides one hour of DTAA- endorsed CPD.*

##### **a. 9.45-10.05; Competencies Standards update (Acting Convener Sandra Lauffenburger)**

Competency committee consisted of Dr Kim Dunphy, Dr Sally Denning, and Sandra Lauffenburger.

The feedback from training organizations, TEC committee and February webinar were used to align Competencies with training. This feedback highlighted the important changes needed and these changes are presented in the document offered to members and attendees in which the modifications are highlighted.

The key changes were made in order to reflect future possibilities for newer theories to be included as research continues. The changes also allow training organizations to inject their own philosophies into their curriculum, and for the Competencies to be usable outside of Australasia.

**Motion** – Moved that the new Competencies be accepted by the members of DTAA

Moved by: Juliette Kirkwood

Seconded by: Eileen McDonald

Carried: passed unanimously

b. **10.05- 10.25; Supervision Committee** recommendations - *Convener Eileen McDonald*

Discussion was opened regarding the Supervision discussion paper offered to members and attendees. The following key points were offered by the convener.

- Supervisors are legally liable for their supervisee's clients (in Australia)
- All supervision does not always have to be with a DMT professional member,
- A ratio of hours by a DMT is recommended if working as a DMT & other profession
- Further clarification of ratio of hours of supervision to hours with clients, types of supervision, and requirements for who is a recognized supervisor are needed.

Eileen led attendees through a movement exploration of the possible options for supervision. She then requested that members offer the Supervision committee feedback on their thoughts regarding supervision. It was recognized that DTAA will need to provide or recognise or outsource training for supervisors and that our supervision requirements will need to align with PACFA or other related professional bodies.

**ACTION-** Members asked to read supervision discussion paper and provide feedback to Eileen McDonald and committee.

c. **10.25-10.45; New membership level proposal** *PMC Convener Sandra Lauffenburger*

A proposal for new membership levels and criteria was proposed by the PMC. It was determined that the current membership levels needed updating because:

- DTAA wanted to align with PACFA
- DTAA wants to have membership options for any DMT trained, no matter what their AQF/NZQF level of training.

**Questions from the floor:**

1. Will training hours occurring within the degree programs included?
  - the hours are total for each level the hours can be within the training program
2. Will supervision hours state individual and group hours?
  - this needs to be clarified by the TEC and SC
3. Face to Face with practical is it real-time –
  - yes, it is,
4. can the supervision or clinical work be on-line?
  - Supervision can occur online, clinical work cannot.
5. What happens to current associate members
  - Current Associates unless they are trained DMTs and choose to apply for a level of provisional or professional membership, will transition to General Members. Associate members have been notified of this possible change for the past three years, so adequate information has occurred.

**ACTION** – The PMC will continue with this process for new framework which is proposed to be implemented by the next renewal period (June 2020).

**ACTION:** A webinar will be held to discuss the changes with members and for further questions closer to the renewal time.

**10.45 - 11.05: Morning tea. Please bring a snack to share.**

Delicious food and lots of healthy networking and chatting 😊

### 11.05 - 12.00 pm: Discussion continued

DTAA initiatives: *This session provides one hour of DTAA- endorsed CPD*

#### d. 11.05-11.20; Evidence-Informed Practice Statement – Dr Kim Dunphy

The need for this statement was stimulated by Competency statement and has been worked on by Kim Dunphy.

Our profession is built on a strong foundation of scientific and clinical evidence. Additionally, we need to acknowledge that much of the work we are doing is in pioneering applications.

Members questions:

- Janina - how do we prove that we are doing this

Response: this is a useful question and will be addressed by the DTAA Board and within committees.

- Jane - expressed concern that it will limit therapist

Response: in truth, it will free the therapist to combine all levels of information as well as their own clinical innovations and expertise.

**Motion** – Moved that this Evidenced Informed Practice statement be accepted in principle with addition of how we will implement the statement with members and also that innovation is covered.

Moved by: Dr Kim Dunphy

Seconded by: Robin Price

Carried: passed unanimously

Contributions of presenters in the EIP Workshop yesterday were acknowledged

#### e. 11.20-11.35; Training and Education Standards project -Convener Sue Mullane

Sue has started the process of developing T and E standards by asking her committee members to work from their interests and strengths. Initially the committee members have chosen the following areas to explore:

- Values
- Neuro Science
- Placement and Supervision

#### Questions from floor

- Kim - Why neuro science? –

Response by Sue- It is a special interest of committee members and offered them a place to begin. Additionally, there is a responsibility to stay current with research and the impact this may have on practice

- Sandra – Suggested we need to think more broadly than Neuro, for example why are we DMT and not DMP (Psychotherapists). And what are we training?

Response by Sue- I did not want competencies addressed in any hierarchical order, we are just starting the process of looking at all the competencies for training elements

**ACTION**– Members to contact Sue or committee members with ideas, feedback to progress the training and Education Standards.



- f. **11.35-11.45; Code of Ethics development** update -*Convener Connor Kelly*  
Members of committee – Connor Kelly, Francoise Bale, Mary Rose Nicol and Jan McConnell. The process to date has achieved:
- Ensuring that the code included values specific for DMT's.
  - Ensuring reference to PACFA ethical standards,
  - Ensuring professional members work within our scope of practice and to protect the public

**Questions from the floor**

- Juliette – suggested we all look at how we present ourselves in the community, to explore it on a deeper visceral level, we need to embody these values, be consistent and congruent
- Kim – suggested the need to be explicit with our values within the constitution- we need to say why.

**Action:** Invitation for members to contact committee members with feedback and any additional input for this practice standard to be further developed

- g. **11.45-12.00; Branch development** -*NSW Robyn Price*

Robyn provided a perspective on the creation of regional branches with the following discussion. She noted that we stand on the shoulders of those who have come before us, and that regular gatherings, meetings, peer support have occurred for a long time in NSW/ACT. Before the constitution we had regional representatives, now with the constitution branches can be created. NSW has created a Branch under the new constitution with an aim to meet 2x year, to have regular dyading sessions, and other events. It was noted that referrals have increased for members as a result of the networking through these regular meetings. Additionally, the mechanism to communicate through DTAA's Admin function will increase sustainability.

Robyn noted that NZ held an initial branch meeting in May, and strongly suggested that VIC could begin the process of developing a branch because there is so much expertise that we can share within our communities. DTAA also makes its zoom account available for branch meetings.

**Questions from the floor:**

- Mary-Claude – Discussed why NSW Branch had instituted dyading – as it was important for both furthering our practice and for networking.
- Eileen – how do we create a system for people who would like to find a dyad partner but cannot attend established Dyad times?  
Response by Robyn- can put this on the e-news
- Laura – As Administrator, Laura noted that with new email system easy to send out a targeted email e.g. – just NZ, Vic etc....

- h. **Additional item important to DTAA Strategic Plan**

DTAA has received an official resolution from its NZ members to request a Special General Meeting to create pathways for DTAA's legal recognition in NZ. Kim pointed out that we are now a registerable body in Australia. It is now needed to become legally recognised in NZ. We will still need to organize legal recognition in other Australasian countries but this is a first step.

**ACTION:** To hold a Special General Meeting to resolve the resolution regarding DTAA legal recognition in NZ

**12.00 - 12.45 pm: Lunch break. Please bring some lunch to share.**

More healthy food and networking 😊

## 12.45 - 2.00 pm: Annual General Meeting and Presentation of Annual Report

1. **12.45-12.55; Movement experiential** facilitated by -*Corinne Urquhardt*
2. **12.55-1.00; Welcome** - *President, Dr Kim Dunphy*

Acknowledgement of effort of members in attending the AGM

### 3. **1.00- 1.10; Minutes of AGM 2017-18 and business arising**

- a. Minor correction requested by Eileen on pg. 25, this was not a motion – it was a request if possible, for draft minutes/ action list to be distributed within a month for any meeting.
- b. Action list - ensure that the ACTION chart has an additional column to say if/when action was achieved

### **Actions from last year's AGM were reviewed.**

<b>Actions</b>		<b>Resp</b>	<b>Timeline</b>	<b>Action Completed</b>
1.	Draft AGM minutes to be sent to all members for comments within a month of AGM.	Kim/ Sandra	29/11/18	Yes
2.	Minutes to include an action table	Kim/ Sandra	29/18/18	Yes
3.	Electronic membership system established – membership admin more efficient	Laura	completed	Yes
4.	Members paying subscriptions on time.	All	On going	All paid
5.	Connect with Ausdance regarding our DTC collections Advertise and sell collections through AUSDANCE	Sally Publictn Comm.	On going	Jane will follow up
6.	Have finances audited by financial services?	Treas Robyn	Prior to next AGM	We are not required to be audited Bookkeeper to be hired
7.	Prepare the next financial report including the figures budgeted, results	Treas Robyn	Next AGM	yes
8.	Review Constitution 3.1 in accordance with motion	Sandra	Prior to submitting Constitution to gov bodies	yes
9.	Lawyer to check references of Acts and correct if required	Sandra	Prior to submitting Constitution to gov bodies	yes

**Motion** – Moved that the minutes form 2017-2018 minutes be accepted

Moved by: Sandra Lauffenburger

Seconded by: Catherine Rummery

Carried: passed unanimously

## Presentation of Annual Report

### **President's Report, Dr. Kim Dunphy**

Kim has been President for 4 years, has stepped down to allow the elections specified in the constitution to occur. She then highlighted key achievements of DTAA during the past four years. These include:

1. Increase from 18 professional Members to now 70 professionals and 155 active members
2. Employment of Administrator for DTAA – systems now working well and working towards excellence. Special thank you to Jane G. who ran the show up till Laura's employment.
3. Membership system efficiency has improved finances

### **1.00-1.10; Finance report, Treasurer Robyn Price**

Robyn offered the membership really good news: the DTAA has made a profit in this financial year. The challenge this year was to see if we could function as a Not-for-Profit while maintaining saving of \$50,000. This was achieved.

Robyn acknowledged Jane who facilitated the *Thinking Bodies Moving Mind Symposium* which brought in a good profit. Robyn also acknowledged that now it is important to have a bookkeeper, so that we have everything in place in preparation for any audit.

No questions from the floor but a big vote of thanks to Robyn for her shepherding of DTAA's finances.

### **1.10-1.30; 2 mins per convener, highlight/s or major focus of their report**

- **Governance Committee** report, *Convener Sandra Lauffenburger*;  
A nationwide registerable body  
Minor – key governance policies
- **Competency Standards** Committee, *Acting Convener Sandra Lauffenburger*  
Upgrade and solidifying the Competencies so they reflect the feedback received as well as the needs of the training organizations
- **Professional Membership** Committee report, *Convener Sandra Lauffenburger*;  
Continued to support new membership  
Established procedure for easier upgrade
- **Vice-Presidents** report, including Code of Ethics Sub-Committee, *Convener Connor Kelly*.  
Met members of the Branches' during last year.  
Beginning to establish the Ethics Committee
- **Professional Development** Committee report, *Conveners Jane Guthrie & Robyn Price*;  
Many events were organized (almost too many), all successful and made a profit.  
Appealed to wider community of somatic, body-based therapies  
Serve the purpose of marketing DMT  
One fully international presenter, a local presenter and the symposium
- **Publications** Committee, *Convener Jane Guthrie*;  
An appeal for help to produce 2 journals per year.  
Suggested a proper committee for publications is needed.

- **Research** Committee report, *Conveners Sue Mullane & Ella Dumaresq*;  
Generate an article for discussion by members on a webinar once a month.  
Establishing the process of “Informed wonderings” so that it’s the group attending that does the work and continue to encourage the preparedness to wonder, debate, affirm.  
Created a depth of connection between those attending
- **HEMF** Committee report, *Convener Mandy Agnew*;  
Bouthaina Mayall thanked for her role as previous Convener  
Mandy Agnew is the new convener  
Natalie Poole now part of the team  
Templates created for the application and review process  
Currently in review of next recipients
- **NDIS** Sub-Committee report, *President Dr Kim Dunphy*  
Started the year with a functioning committee however only Kim remains.  
The decision to employ contractor to create resources was highly successful and the needed documents were generated  
Kim noted that ACC NZ, an insurance body in NZ has requirements very similar to those for NDIS. DTAA will assist NZ to pursue ACC
- **Marketing and Promotions** Committee report, *Convener Maeve Larkin*;  
A small committee whose focus has been to create a set of flyers on to support and promote DMT working with older populations
- **PACFA** liaison *Juliette Kirkwood*;  
PACFA have adopted an Evidence Informed Practise Standard which DTAA is also doing. PACFA honoured Kim Dunphy for her work on this as their former Board member and Research chair  
A major PACFA focus is Indigenous representation in PACFA and in the counselling/psychotherapy field.
- **Supervision** Committee report, *Convener Eileen McDonald*.  
Members have provided feedback and more is encouraged as we finalise definitions and requirements. Work will progress on Supervisor requirements in 2020.  
*Additional Comment:*  
Eileen noted that at the 2019 American Dance Therapy Association (ADTA) conference their Research Award was given to Dr Kim Dunphy and Tessa Hens.

### 1.30- 2.00; Discussion and comments from members.

1. Mary-Claude Vienet expressed gratitude for all the work that has been done, the hours, the effort, the debates and discussion made by the Executive and the Board.
2. Laura Houley expressed appreciation for the work done re NDIS – the resources can be used more widely than just with NDIS participants
3. Robyn Price encouraged members to create own ideas for CPD events. DTAA has local expertise and it is important to make it available to members. An easy process has been created for members to apply to have their courses accredited for CPD point.
4. Juliette Kirkwood shared her experience of registering a CPD course and pointed out the need to keep records of who attended.

5. Sandra Lauffenburger pointed out that the CPD registration process is one step in documenting how we meet learning and EIP standards
6. Mary-Claude Vienet pointed out that Dyads can be a way to support your CPD hours

2.01pm **Motion:** That the Annual Report be accepted

Moved: Kim Dunphy

Seconded: Sue Mullane

Carried- passed unanimous

Annual report accepted

## **2.00- 3.00 pm: Leadership transition**

**2.00-2.20; Kim Dunphy, Outgoing President**, reflected on achievements of 2015-2019 Strategic Plan. She emphasized that Big picture thinking needs to continue. Showing a table showing growth of other professions Kim emphasize that we all need to consider how we can continue to grow the DMT profession. Sadly, even if GP's knew what DMT do, even with the evidence – we need the numbers of therapists that they can refer to. Kim reiterated that it is now:

### **TIME TO THINK BIG**

We want to reframe our thinking to the positive: DMT is a powerful, effective modality that have minimal contra-indications, virtually no population that it cannot be used with.

We can serve everyone across the lifespan.

We want to be as much as we can now and be more to advance and expand our profession.

The goal of us all should be to advance the standing, the recognition of DMT and ourselves.

We want better employment opportunities with adequate pay to sustain our work.

We need to write and publish our work so it is taken seriously, can support promotion of our work. In conclusion Kim offered the following inspirational quote:

*"In the past, jobs were about muscles, now they're about brains,  
but in the future, they'll be about the heart.*

-Minouche Shafrik, director, London School of Economics

Creative, relational, DMT is embodied – these cannot be done by robots, there is a marvellous future

*"Go forward confidently and enthusiastically that the world will open up to us  
in this age"* - Dr Kim Dunphy

## **2.20-2.30; Welcome and acknowledgement of new leaders**

**President** – Sandra Lauffenburger

Thank you to Kim for all that she's has done leading the DTAA for the last 4 years.

**Vice President** – Connor Kelly

**Secretary**- Eileen McDonald

**Treasurer** – Francoise Bale

with thank you to Robyn getting systems in place



### **2.30-3.00; First draft of Strategic Plan 2020-2022 presentation and discussion**

*Sandra Lauffenburger–*

DTAA now has started a tradition for a face to face board meeting for the outgoing and incoming (when an election is not required) executive once every year. Most importantly our new Strategic plan will be underpinned by values

Sandra quickly outlined the key outcomes the meeting produced, recognizing this is only a work in progress.

### **3.00 - 4.00 pm: Presentations**

Moderator: *Juliette Kirkwood*

### **3.00- 3.10; HEMF Award and presentation -HEMF Convener Mandy Agnew & Jane Guthrie**

**Recipients:** Dr Kim Dunphy and Anaia Treefort

### **3.10- 3.15; DTAA Service Award Outgoing President Dr Kim Dunphy**

**Recipient:** Robyn Price

### **3.15-3.45; Presentation of Professional and Provisional Professional Memberships PMC Convener Sandra Lauffenburger with Eileen McDonald**

- **Dance/movement ritual** *Eileen McDonald*
- **Provisional Professional Membership:**
- Doreen Lehmann, Bex Williamson, Clare Etherton, Joanne Terkel
- **Professional Membership:** Clare Etherton, Michelle Mahrer, Anne Hurst, Catherine Satyo Sullivan, Angela Kastanis, Suzanne Scarrold

### **3.45-4.00; Thank you to Sydney organising committee, Robyn, Theresa, Sharon and all assisting with the day, Laura with technical and zoom and minutes by Debbie Scarfe**

**Closing dance/ movement ritual** *New President, Sandra Lauffenburger*

### **4.00 - 4.30 pm: Drinks, snacks and networking 😊**

## **MOTIONS**

<b>Motion</b>	<b>Moved by</b>	<b>Seconded by</b>	<b>Vote</b>
That the updated Competencies be accepted.	Juliette Kirkwood	Eileen McDonald	Passed unanimously
That the Evidence Informed Practice Statement be accepted in principle with the addition of how DTAA will implement the statement	Kim Dunphy	Robyn Price	Passed Unanimously
That the minutes from the 2018-2019 AGM be accepted with the minor correction	Sandra Lauffenburger	Catherine Rummery	Passed unanimously
That the DTAA 2018-2019 Annual Report be accepted	Kim Dunphy	Sue Mullane	Passed unanimously

**ACTIONS following from AGM**

# in agenda	What	Who	When	Progress
b	Supervision Committee: definitions and requirements discussion paper	DTAA members asked to provide questions & feedback to Supervision committee	Before 22 Nov 2019 and ongoing as further information is distributed	
c	Webinar: to explain proposed framework membership levels and requirements	Convener and PMC	Before implementation June 2020	
e	Complete TEC standards initial focus:	Convener and TEC	ongoing as further information is distributed	
f	Code of Ethics development	Convener and Ethics Committee	ongoing as further information is distributed	
g	Convene Special General Meeting for DTAA legal recognition in New Zealand	President	By early Dec 2019	



## DTAA STRATEGIC PLAN 2020-2022

### Goals of the Dance Movement Therapy Association of Australasia (DTAA):

The constitution states that the primary objectives of the DTAA to promote better health, well-being and creativity for people throughout Australasia, through improved quality and reach of dance movement therapy (DMT). DTAA achieves this through the ongoing development and promotion of the art, science, and practice of DMT. The activities of DTAA include support to the profession, public accountability, and representation of the profession to the wider community.

### Values

The foundation of our work and the core of our being as dance movement therapists (Dmts) is based on respect for diversity, culture, and social-emotional well-being for all people. This document reflects the following values which underpin the work of the DTAA and our practice as Dmts.

1. With regard to its practicing members, the DTAA encourages adherence to the following values which are core to human growth, development, health and well-being:
  - Bodily knowledge
  - Relational embodied movement experiences
  - Dance Movement
  - Creativity
  - Individual, Group and Community Expressivity
2. With regard to its organizational operations, DTAA adheres to the following values:
  - **Operations:** efficiency and effectiveness
  - **Governance:** transparency, accountability, responsiveness, ethical conduct
  - **Members:** client focus, self-reflection, self-awareness, integrity, competence, respect for diversity of human experience, accountability
  - **Profession:** human rights, beneficence, equity, justice, empowerment, evidenced-informed practice

### Background to the Strategic Plan:

The DTAA's Executive and Board have identified possibilities and opportunities as well as concerns and challenges. They are as follows:

### Opportunities and positives:

- The opportunities and need for DMT services have never been greater: research and our experience increasingly indicate that many groups in the community benefit from this work.
- Current Dmts and those joining the profession are deeply committed to the work

- Research and publishing are being carried out by Australasian practitioners to expand the evidence base and inform DMT.
- The DTAA continues to work actively to support the profession, running supervision and professional development (PD) events, publishing informal and formal information and offering networking opportunities to the profession.
- increasing awareness and interest by the scientific and other communities in embodied practices offers opportunities for greater collaboration across disciplines and professions
- diversity of populations who experience challenges with verbal language open the need for working nonverbally in therapeutic settings
- growing awareness of the role of creativity and expression for well-being offers a greater place for DMT
- growing importance of diverse cultural practices for health and well-being offer space for DMT
- availability of technology enables improved outreach by, and access to DMT

### Challenges:

- DMT practitioners need to meet the needs of the diverse communities in Australasia,
- DMT practitioners find it difficult to sustain a living
- There is a lack of recognition about DMT by decision makers, funders, other professions and the general public.
- There is a lack of recognition of DMT within the health and well-being space.
- The number of Professional DMT members is insufficient to meet demands across Australasia.

### Objectives and Activities

In order to address these challenges, the Board of the DTAA aligns our activities with our organizations' two major Objectives:

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

The specific activities will be outlined in the following Strategic Plan document. And they will be achieved through the work of the Board which consists of the Executive (E), headed by the President;

Governance Committee (GC), headed by the Secretary;  
 Ethics Committee (EC), headed by the Vice President;  
 Finance Committee (FC), headed by the Treasurer;  
 Professional Membership Committee (PMC), headed by the Convener;  
 Professional Development Committee (PDC) headed by the Convener;  
 Publications Committee (PC) headed by the Convener;  
 Research Committee (RC) headed by the Convener;  
 Marketing and Promotions Committee (MPC) headed by the Convener;  
 Workforce Development Committee (WDC) headed by the Convener;  
 Training and Education Committee (TEC) headed by the Convener;  
 Supervision Committee (SC) headed by the Convener;  
 Training Providers Committee (TPC) headed by the Convener;  
 HEMF Committee (HC) headed by the Convener;  
 Branch Liaison (BL);  
 Conference Committee (CC) headed by the Past- Pres & PDC Convener  
 Administration/Bookkeeping Team.

<b><u>ABBREVIATIONS MAY 2020</u></b>	<b><u>ORGANISATIONS</u></b>
<p><b><u>DTAA BOARD</u></b>  <b>SKL</b> Sandra K Lauffenburger  <b>ECK</b> E. Connor Kelly  <b>EM</b> Eileen McDonald  <b>KD</b> Kim Dunphy  <b>JG</b> Jane Guthrie  <b>RP</b> Robyn Price  <b>ML</b> Maeve Larkin  <b>TN</b> Tracey Nicholson  <b>JK</b> Juliette Kirkwood  <b>SM</b> Sue Mullane  <b>MA</b> Mandy Agnew</p> <p><b><u>DTAA COMMITTEES, CONVENERS, ACTIVITIES</u></b></p> <p><b>PMC</b> Professional Membership Committee (SKL)  <b>MPC</b> Marketing Promotions Committee (ML)  <b>PDC</b> Professional Development Committee (JG &amp; RP)  <b>TPC</b> Training Providers Committee (TN)  <b>TEC</b> Training &amp; Education Committee (SM)  <b>WDC</b> Workforce Development Committee (JK &amp; KD)  <b>SC</b> Supervision Committee (EM)  <b>PC</b> Publications Committee (JG)  <b>EC</b> Ethics Committee (ECK)  <b>CC</b> Competency Committee (SKL)  <b>FC</b> Finance Committee (RP)  <b>RC</b> Research Committee (SM &amp; Ella Dumaresq)  <b>HEMF</b> Hanny Exiner Memorial Fund (MA)  <b>GO</b> Governance Officer (EM)  <b>Branch Liaison</b> (ECK)  <b>PACFA Liaison</b> (JK)</p>	<p><b>ADTA</b> American Dance Therapy Association  <b>DTAA</b> Dance Therapy Association of Australasia  <b>PACFA</b> Psychotherapy &amp; Counselling Federation of Australia  <b>IDTIA</b> International Dance Therapy Institute of Australia  <b>TT</b> Tensegrity Training Specialised RTO focused on Pilates, Somatic/movement, &amp; DMT training  <b>DMTNZ</b> a registered charitable trust in New Zealand providing dance &amp; arts therapies and training</p> <p><b><u>AUSTRALIAN &amp; NEW ZEALAND ABBREVIATIONS</u></b></p> <p><b>AGM</b> Annual General meeting  <b>SGM</b> Special General Meeting  <b>CPD</b> Continuing Professional Development  <b>EIP</b> Evidence Informed Practice  <b>NDIS</b> National Disability Insurance Scheme  <b>ACC</b> Accident Compensation Corporation (in New Zealand)  <b>AQF/NZQF</b> Australian Qualifications Framework / New Zealand Qualifications Framework  <b>RTO</b> Registered Training Organisation</p> <p><b><u>PROFESSIONAL DESIGNATIONS</u></b></p> <p><b>DMT</b> Dance Movement Therapy  <b>Dmt</b> Dance Movement Therapist  <b>DMP</b> Dance Movement Psychotherapy  <b>Dmp</b> Dance Movement Psychotherapist  <b>UK</b> United Kingdom  <b>NZ</b> New Zealand  <b>DP</b> Donna Parker (Administrator)  <b>MC</b> Melissa Croft (Bookkeeper)</p>



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

### 1.1. Increased and improved training opportunities across AQF/NZQF levels

	Activities	Who will do this?	How will this occur?
	Colour Code: <b>Green</b> (Finished) / <b>Yellow</b> (Underway) / <b>Pink</b> (Not Yet Begun)		
1.1.1	Establish Standards for DMT training and advocate those to course developers, including articulation of what is DMT, and what is not; cultural competence and application of DMT to different populations.	TEC SC	Consider courses in related professions, DMT courses in other countries, the DTAA's Code of Ethics and Professional Practice Create draft course content recommendations Present to Board for comment and approval
1.1.2	influence training course providers and associated trainings to adopt and promulgate competencies, standards and codes established by DTAA	TPC	Regular meetings of TPC to discuss concerns and needs Webinars to inform training providers of recently established standards and codes Survey training orgs as needed to provide data for DTAA policies Advise Board on training provider issues

### 1.2. More members at professional levels

	Activities	Who will do this?	How will this occur?
1.2.1	Increase value of membership by increasing members-only services	PMC President Branch Liaison	Enhance on-line access to publications, and other activities Write monthly e-news Monitor and adjust membership levels and associated benefits Create members-only gatherings at the Branch level
1.2.2	Increase active engagement of graduates with the DTAA	TPC Branch Liaison	Pro-active effort by training providers to encourage graduates' membership of DTAA Invite graduates to Branch events
1.2.3	Encourage all eligible members to strive towards highest membership levels	PMC (with President)	Write letters to Prof DMTs regarding Clinical level Referral to appropriate supervisors Ensure application conforms to training standards Simplify application and upgrade processes
1.2.4	Increase active engagement of members through regular Branch	Branch Liaison Administrator	Coordinate with Branches to maintain up to date lists of members as well as meeting opportunities Ensure information is online

### 1.3. DMT practitioners who follow DTAA recommended CPD and supervision requirements

	Activities	Who will do this?	How will this occur?
1.3.1	Present regular skill development activities based on evidence-informed practice	PDC	Prepare proposal for each activity & present to Board 3 months before proposed activity. Offer activities in a variety of locations Use online platforms wherever possible Ensure mixture of international, local and content specialists.
1.3.2	Present activities addressing identified needs of practitioners or take advantages of special opportunities	PDC Informed by TPC	Survey members for needs inquiring about targeted categories Develop calendar of events addressing needs Develop strategic CPD relevant to members and enhancing skills for quality service
1.3.3	Publish more articles online for members to read and use for work, CPD, sharing of research, etc	Admin with PC	Explore creation of or obtaining of e-versions of books sold by DTAA, <b>including out of print, out of copyright</b>
1.3.4	Establish a supervision reporting and auditing process for registered members	SC	Presents recommendation to Board; Develop reporting format
1.3.5	Coordinate supervision and CPD reporting/auditing process for registered members	SC PMC TEC	Design combined reporting form and auditing schedule Coordinate with Administrator
1.3.6	Increase capacity of experienced Dmts as supervisors	SC & PMC	Develops Training Standards for supervisors Identify/create training courses
1.3.7	Begin Planning for a successful conference or symposium offering relevant PD	PDC Conf Committee	Formation of Conf/symp committee led by PDC Conference held in ? Identify possible speakers Identify location Explore possible partnerships

#### 1.4. DMT practitioners who have strengthened competence across all DTAA standards

	Activities	Who will do this?	How will this occur?
1.4.1	Ensure DTAA's professional development activities address Competencies	PDC; RC	PMC and supervisors identify and recommend areas for strengthening members' professional competency based on applications received for Prof membership; PDC and RC read competencies and consider areas of improvement needed or that they could offer
1.4.2	Ensure DTAA promotes activities of others that are relevant to Competency skills	Board; Admin	PMC and supervisors identify and recommend areas for strengthening members' professional competency based on applications received for Prof membership; Board and Admin pay attention to activities offered by others and promote those that seem relevant
1.4.3	Ensure Course providers address Competency Standards in training content	TPC CC	Training standards refer to Competency Standards; DTAA offers information sessions re Competencies from time to time
1.4.4	Ensure Competency Standards are reviewed regularly to ensure they reflect current priorities in the DMT and related fields	CC	CC meets annually to review standards, considering emerging imperatives and feedback from members, training providers, supervisors, employers and other stakeholders; international developments in DMT and related fields

#### 1.5 Increase professionalism of members through post-training opportunities and practices

	Activities	Who will do this?	How will this occur?
1.5.1	Increase value of connection to PACFA	PACFA Liaison (President)	Discuss with PACFA DTAA member obstacles for joining PACFA register Lobbying with PACFA for more favourable membership conditions Survey members reasons for joining/not joining PACFA Continue prompts and information on enews Webinar on application process
1.5.2	Raise practitioners' skills in use of evidence –informed practice	RC	Establish regular opportunities and resources to support members with implementation of EIP

### 1.6 DTAA operations are efficient and effective

	Activities	Who will do this?	How will this occur?
1.6.1	Document administrative procedures	Administrator President	Create manual
1.6.2	Update documentation of Financial procedures	Treasurer	Create manual
1.6.3	Ensure committees enact strategic objectives	President & Conveners	Conveners complete Terms of Reference documents Begin work on strategic objectives identified
1.6.4	Ensure all constitution, bylaws, policies and procedures meet proper governance standards and are continually aligned with ASIC, PACFA and other governmental requirements	GC Secretary & President	Documents have proper footer designation Documents are reviewed and updated regularly Documents have consistency of language etc Redesign of DTAA logo banner design to align with ASIC Update template and recommendations for compliance
1.6.5.	Clarify relationship and working processes associated with HEMF	GC and HEMF	Create recommendations for aligning HEMF and DTAA constitution and bring to Board
1.6.6	Ensure proper Board processes and membership	President Secretary	Create Induction Packet Ensure Board induction process in terms of reference, communication strategies, conflict of interest, legal responsibilities Resource governance training for Board Investigate possibility of co-opted legal representative on Board and make recommendation to the Board
1.6.7	Ensure membership processes align with new membership levels, training and supervision standards, language, format	PMC TEC & SC	Upgrade membership application forms Update DTAA website Update related documents, policies and procedures
1.6.8	Create disclaimer for all publications and website	GC	Start with FB disclaimer policy Bring to Board for approval
1.6.9	Investigate moving DTAA and/or HEMF to DGR status	GC/Secretary HEMF	Explore legalities and processes, possibly using legal representation Bring recommendations to the Board of DTAA and HEMF Ensure financial reporting appropriate to ASIC and insurance processes

## Objective 2. Expanded reach of DMT services, through

### 2.1 Increased recognition of the DMT profession

	Activities	Who will do this?	How will this occur?
2.1.1	Develop and offer promotional material on DMT to members	MPC WDC	Develop resources, which include brochures on population groups, NDIS, and other promotional documents
2.1.2	Develop promotional activities and opportunities	MPC	Make recommendations to Board regarding promotional activities
2.1.3	Engage within our MA PACFA membership to advocate for DMT	PACFA liaison	Attend PACFA Council meetings Reports to Board Provides update for members' enews
2.1.4	Activate engagement with other creative, somatic and psychotherapeutic associations	WDC and PDC	Find opportunities for collaborative PD events and webinars Activate identified opportunities
2.1.5	Promote achievements of registered members	President & administrator	Request registered members submit achievements to admin, who will create log/list of member publications, workshops, and industry achievements Put into AGM report
2.1.6	Assist DMT to become recognized as an allied health profession	WDC	Gain NDIS recognition Gain PBANZ recognition Work with PACFA, ANZACATA Investigate how Art Therapy became recognized
2.1.7	Explore relationship between DTAA and other creative arts organizations, such as ANZACATA, Music Therapy	Find project leader (senior DMT)	Compare training levels within each organization Scope DTAA membership to see who is member of other organizations Begin conversation with other organizations



## 2.2 Strengthened case for DMT, by further development of governance practices

	Activities	Who will do this?	How will this occur?
2.2.1	Develop updated Code of Ethics	EC	Create draft Present to Board for comments and approval
2.2.2	Develop appropriate Privacy Policy	GC & EC	Begin with generic policy currently on website Update it to meet organization's needs
2.2.3	Develop Scope of Practice for DMT in Australasia	WDC	WDC revisit tender process Brings recommendation to Board for approval WDC committee to oversee process
2.2.4	Develop fitness to practice standards	EC	Use PACFA docs as a starting point Bring recommendations to Board

## 2.3. Strengthened evidence base for DMT

	Activities	Who will do this?	How will this occur?
2.3.1	Develop a clearly articulated peer review process for inclusion on website and with journals	PC with President	PDC will develop peer review process recommendations for Board Publish criteria and process on website and within publications
2.3.2	Ensure identified DTAA-produced articles are peer-reviewed	Publications Committee President	Begin with current review process Create list of reviewers Institute standard review process using agreed reviewer form Articulate review process and standards on webpage Clearly identify peer-reviewed articles in publication Establish process for acknowledgement of reviewers
2.3.3	Encourage participation in research and partnerships with researchers	RC HEMF	Members respond positively to requests to participate in research, explore relationships with researchers within or outside discipline

#### 2.4. Better employment opportunities for Dmts

	Activities	Who will do this?	How will this occur?
2.4.1	Identification and promotion of funding and employment opportunities in members e-news	Administrator, President FB administrators	Encourage members to send opportunities to admin team Inform members of relevant funding Publish resources on website

#### 2.5. Dmts who better reflect the demographics of the community

	Activities	Who will do this?	How will this occur?
2.5.1	Develop pro-active approaches to attracting people of diverse cultural backgrounds and gender to training and PD	WDC	All DTAA activities include acknowledgement of country; Increase accessibility of all activities by offering Zoom participation; Examine approaches taken by similar organizations; Request Prof DMTs to update profiles to include cultural connections Create recommendations for Board comment.
2.5.2	Create initial survey questions related to later development of practice analysis	Executive: Find project leader	Access ADTA and PACFA surveys as a starting point Create survey monkey for registered members Bring information to Board



**Code of Ethics  
and  
Standards of Professional Conduct  
for  
the Dance Movement Therapy  
Association of Australasia, Inc**

Revised August 2020

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<https://dtaa.org.au/about/ethics/>

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## **Background**

The Dance Movement Therapy Association of Australasia, Inc (DTAA) adopted this Code of Ethics and Rules for Professional Conduct (The Code) at its Annual General Meeting held on 11 October 2020. This document supersedes the Code of Ethics previously adopted in 2003. The Code of Ethics is subject to periodic amendments, which will be communicated to members of the Association, and published on the DTAA's website <https://dtaa.org.au/about/ethics/>

This Code may be cited as the Code of Ethics (2020) and a specific ethical standard should be referred to as "standard A.2. of the Code of Ethics (2020).

## **Introduction**

The Code of Ethics and Rules of Professional Conduct set forth the ethical obligations of Clinical, Professional, Provisional, Associate and Student Members of the Dance Movement Therapy Association of Australasia, Inc (DTAA). It articulates standards of practice to guide both dance movement therapists and inform the general public in a clear understanding and expectations of what is considered ethical professional conduct. The rules of conduct governing individuals and the profession of dance movement therapy have been established to safeguard professional standards and protect the public.

## **Purpose of this document**

The purpose of the Code of Ethics and Rules of Professional Conduct is to clarify and communicate the professional values and standards of conduct that guide dance movement therapy practice; to provide a resource that supports dance movement therapists in ethical decision making processes; and to provide a reference to standards for use in the processing of ethics complaints. Adherence to The Code and Standards are intended to offer assurance to clients, the community, employers, colleagues, students, supervisees, research participants, and other professions.

Ethics are apparent in the conduct of a person within their relationships. It is in the considered presence within, and in the attention given to all aspects of the client relationship, as well as relationships with colleagues, students, the profession and the broader community, that ethics is put into practice. Ethical practice begins with awareness and understanding of social, cultural and psychological influences and requires relational intelligence, sensitivity and respect. While the Code cannot guide the more nuanced and precise interactive aspects of relationships, it can provide a

foundation for the cultivation of shared values and principles, and standards of practice. In the face of uncertainty and complexity, ethics helps us make more sound and wise decisions, supported by self-reflection and dialogue.

Ethics also identify the values, principles and responsibilities of all members. They promote a professional level of competence and accountability in the field of dance movement therapy as well as provide guidelines for clients, employers and professionals as to what constitutes ethical practice for DTAA members.

### **How members should respond to this document**

Members must ensure that they are conversant with the current version of the Code. Dance movement therapists (DMTs) seeking clarification, advice or complaint procedure regarding ethical matters contained herein, please contact the organisation: [admin@dtaa.org.au](mailto:admin@dtaa.org.au)

### **Values of the Dance Movement Therapy Profession**

This document reflects the following values which underpin the work of the DTAA and our practice as DM therapists, and which appear in the Constitution of the DTAA (<https://dtaa.org.au/about/operations/>). The foundation of our work as DM therapists is based on respect for diversity, culture and social-emotional wellbeing for all people. DTAA encourages its practicing members to adhere to the following values which are core to human growth, development, health and wellbeing:

- *Bodily knowledge*: We integrate a holistic understanding of ‘the body,’ encompassing physical, psychological, emotional, social, ecological, cultural, and spiritual perspectives.
- *Value of dance movement as a healing art*: We acknowledge the deep cultural roots of dance as an intrinsic part of life and affirm its potential to enhance individual, family and community social and emotional wellbeing and healthy relationships including the natural environment.
- *Relational embodied movement experiences*: We focus on our therapeutic relationship with our clients to offer opportunities to explore patterns of physical, psychological and social expression, promoting vitality and improved quality of life
- *Body-mind-emotion integration* – Respecting movement as our basic form of neuro-developmental communication. We understand movement as a non-verbal symbolic

communication providing pathways to self - understanding, body wisdom, emotions and creative responses to life 's challenges.

- *Creativity*: Through dance and movement we encourage and support each client's potential for individual creative expression within individual, group or community settings.

## Values of DTAA Practicing Members

The values listed below will be evident in the personal qualities and behaviours of DTAA's practicing members:

- *Accountability:* We are professionally accountable for the services we provide, seeking to 'do no harm' and following all relevant laws.
- *Client focus:* We focus on our clients to ensure our actions and decisions are in our clients' best interests.
- *Competence:* We are competent to deliver dance movement therapy (DMT) services. <https://dtaa.org.au/dtaas-membership-levels/membership/competencies-dance-movement-therapists/>
- *Cultural responsiveness:* We acknowledge the First Peoples of all countries in Australasia, whose lands, winds and waters we all now share, and pay respect to their unique values, and their continuing and enduring cultures which deepen and enrich the life of our nations and communities.
  - For those practicing in New Zealand this Code needs to be read in conjunction with the Treaty of Waitangi and New Zealand law. New Zealand DM therapists shall seek to be informed about the meaning and implications of the Treaty of Waitangi for their work and understand the principles of protection, participation and partnership with Maori.
- *Diversity:* We value and respect the diversity of clients, carers and communities that reflect the diversity throughout Australasia.
- *Empowerment:* We facilitate empowerment of the client to take responsibility for their mental and physical health and wellbeing, to make decisions about their choice of services.
- *Justice:* We deal with clients fairly in a manner that is right and just and ensure we follow the principle of equitableness and responsiveness (natural justice) in all decisions we make.
- *Human rights:* We respect the human rights of clients and follow accepted human rights conventions in all we provide and communicate.
- *Integrity:* We act with honesty, openness and authenticity in our relationships with clients and others.
- *Professionalism:* We undertake our therapeutic roles with a high level of competence/skill and conduct, behaviour and attitude expected of a professional to ensure clients receive high quality services.
- *Self-awareness:* We recognise and reflect on our own values and perspectives and understand that our biases and insights impact on all that we do.



## General Principles

The Code offered below is built on three general principles – Respect, Propriety, and Integrity. The ethical standards (standards) derived from each general principle provide the minimum expectations with regard to a practicing member's professional conduct and conduct in their capacity as a member of DTAA. Professional conduct that does not meet these standards is unethical and will be subject to review. These standards are not exhaustive. Where specific conduct is not identified by the standards, the general principles will apply. Each general principle is accompanied by an explanatory statement that can assist DM therapists to understand how the principle is enacted in the form of specific standards of professional conduct.

The general principles are:

- The general principle of **Respect** for the dignity and rights of people and peoples includes the principles of *justice, respect, informed consent, privacy and confidentiality*.
- The general principle of **Propriety** incorporates the principles of *beneficence, non-maleficence, competence, and responsibility*.
- The general principle of **Integrity** covers the requirements that DM therapists have for *good character, to be trustworthy, and understand the impact of their conduct* on their clients and upon the profession.

## **DTAA Code of Ethics and Rules of Professional Conduct**

### **I. Respect for the dignity and rights of people and peoples**

The respect for people and peoples includes justice, respect, informed consent, privacy and confidentiality. DMTs demonstrate their respect for people by acknowledging their legal rights and moral rights, their dignity and right to participate in decisions affecting their lives. They recognise the importance of people's privacy and confidentiality, physical and personal integrity, and recognise the power they hold over people when practising as a DMT. They have a high regard for the diversity and uniqueness of people and their right to linguistically and culturally appropriate services. They acknowledge peoples' right to be treated fairly without discrimination or bias.

#### **a. Justice**

- DMT registrants will abide by the ethical standard of justice by
  - a. Ensuring that any unfair discrimination against people on the basis of age, gender, religion, ethnicity, sexuality, or disability does not occur.
  - b. Assisting clients to address unfair discrimination or prejudice
  - c. Safeguarding the physical, mental, and emotional needs of their client by serving all in a non-discriminatory manner.
  - d. Complying with Trauma Informed Care & Practice and Client Centred Practice policies.

#### **b. Respect**

- In the course of their conduct, DM therapists will abide by the ethical standard of respect by
  - a. Communicating to clients, colleagues, and associated parties in a manner that
    - i. Respects the legal and moral rights of others
    - ii. Does not denigrate the character of the person
    - iii. Does not act in a coercive manner towards the person
  - b. Being professional, objective, truthful, and respectful when dealing with colleagues or other professionals in instances of
    - i. Request to review or comment on qualifications, competencies or work of a colleague
    - ii. Requests to review grant or research proposals or materials submitted for publication
    - iii. Discussions of professional issues
    - iv. When participating in groups or individual supervision as

supervisee or supervisor.

**c. Informed Consent**

- In work, DM therapists will abide by the ethical standard of *informed consent* by
  - a. Obtaining documented informed consent from the client or their legal guardian prior to therapeutic procedures
  - b. If the client does not have capacity to give consent or is impaired or limited in capacity, obtaining the consent of people with legal authority to act on behalf of the client.
  - c. Fully informing clients of the therapeutic services, they intend to provide using plain language and qualified interpreters when required
    - i. Explain the nature and purpose of the procedures they intend to use
    - ii. Clarify any risks or possible disadvantages
    - iii. Explain how the client's information will be collected and recorded
    - iv. Explain how long for, where, and how information will be stored and who will have access to that information
    - v. Clarify the expected duration, frequency and cost of therapeutic services to be provided
    - vi. Explain confidentiality and the limits to confidentiality
    - vii. Make clear the conditions under which therapeutic services may be terminated
    - viii. Provide any other relevant information.
    - ix. Explain the adherence to confidentiality when using digital services
    - x. Appropriate use of interpreters.
  - d. Ensuring that consent is obtained before seeking advice or discussing a client's case, personal records or videotapes with colleagues or associated parties.
  - e. Ensuring that a client is aware that supervision of their work may include discussion of the client but without specific identifying details.
  - f. Ensuring client consent when using case studies for training or publication purposes. This includes having a written consent form signed by the client or appropriate person.

**d. Privacy**

- In their work DM therapists will abide by the ethical standard of *privacy* by
  - a. Collecting only information relevant to the service being provided to the client
  - b. Not requiring supervisees, students, or trainees to disclose personal information to the training organisation unless it is a normal expectation of a given training procedure and informed consent has been obtained.

**e. Confidentiality**

- In their work DM therapists will abide by the ethical standard of *confidentiality* by
  - a. Safeguarding the confidentiality of information obtained during the provision of therapeutic services through
    - i. Making provisions for maintaining confidentiality in the collection, recording, accessing, storage, dissemination and disposal of said information
    - ii. Taking reasonable steps to protect the confidentiality of information after they leave a specific work setting or cease to provide therapeutic services.
  - b. Disclosing confidential information obtained during the course of providing therapeutic services only
    - i. With the consent of the client or their legal guardian
    - ii. Where there is a legal obligation to do so
    - iii. Where there is an immediate and specified risk of harm to an identifiable person or person(s) that can be averted only by disclosure as required by any mandatory reporting requirements of said information
    - iv. During the course of training or supervision that the identity of the client and associated parties has been concealed or informed consent to discuss has been obtained.
  - c. Ensuring that, if collected information about a client is used for a purpose other than the primary reason for collection (e.g. for research after treatment has ceased),
    - i. Informed consent has been obtained
    - ii. Information is de-identified
    - iii. The use is authorized under research or legal standards
  - d. Not refusing any reasonable request by the client to access their own client information
  - e. Only obtaining information from an associated party with the clients

consent and informing them of

- i. The identity of sources from which they intend to collect information
- ii. The nature and purpose of the information collection
- iii. How the information will be collected
- iv. How, where, and for how long the information will be stored
- v. Their (the client's) right to decline the request to obtain information
- vi. The foreseeable consequences of obtaining this information
- vii. Any other relevant information.

## II. **Propriety**

Propriety includes the areas of competence and responsibility. DM therapists must ensure they are competent to deliver the services they offer. They must seek to protect the interests of the people and peoples with whom they work ensuring that the welfare of clients and the public, and the standing of the profession, take precedence over their personal needs. DM therapists must practice within the limits of their competence and know and understand the legal, professional, ethical and, where applicable, organisational rules that regulate the services they provide. They undertake continuing professional development in order to take steps to ensure that they remain competent to practice. They must strive to be aware of the possible effect of their own physical and mental health on their ability to practice competently. Ultimately, the DMT must take personal responsibility for their decision making.

### **a. Competence**

- i. In the course of their work DM therapists will ensure the ethical principle of *competence* by
  - Bringing to and maintaining appropriate skills and attending to learning in their areas of professional practice, through ongoing and regular Continuing Professional Development.
  - Only providing services within the boundary of their professional training and expertise, including
    - a. Working within the limits of their education, training, supervision
    - b. Working at the level appropriate to their professional experience
    - c. Basing their services on the established knowledge of the discipline of DMT
    - d. Adhering to the DTAA's Code of Ethics

- e. Complying with the laws within the jurisdiction in which they work
  - f. Ensuring that their own mental, emotional and physical state does not impair their ability to provide appropriate services
  - g. Ensuring when unexpected circumstances arise (e.g. accident, sickness etc.) alternative support is available for client (s) if they choose.
- Use of touch: DM therapists understand that touch is fundamental to human growth and development and is inherent in dance and social interactions. Caution and discernment are advised including the following considerations:
  - a. Use only when it provides therapeutic benefits
  - b. Follows informed consent processes and uses good judgement if a client is not able to consent verbally
  - c. Follows protocols relating to cultural and facility practices
  - d. Uses specific touch methods only if the DM therapist has specialized training
  - e. DM therapists offer an alternative methods of connection when touch is engaged in a group context
  - f. Understands and examines their own preferences or biases towards touch.
- Seeking regular and ongoing professional clinical DMT supervision provided by an appropriately credentialed party
- Monitoring their own professional functioning and taking appropriate measures to address challenges by
  - a. Obtaining professional advice about whether they should limit, suspend or terminate provision of services
  - b. Obtaining professional help in the form of additional supervision
  - c. Obtaining professional help in the form of personal therapy
- Making and keeping adequate records of therapeutic services to clients and
  - a. Ensuring that records are kept for a minimum of 7 years since last client contact for adult clients
  - b. Ensuring that records are kept until age 25 years if the client was less than 18 years old when seen or based



on laws of jurisdiction.

**b. Responsibility**

- i. In the course of their work DMTs will demonstrate the ethical standard of *responsibility* by
  - Practicing
    - a. With the care and skill expected of a competent practitioner <https://dtaa.org.au/dtaas-membership-levels/membership/competencies-dance-movement-therapists/>
    - b. With the awareness of the foreseeable consequences of their conduct
    - c. By taking reasonable steps to prevent harm occurring as a result of their conduct
    - d. Only for the period that the services are necessary to the client
    - e. With personal responsibility for professional decisions made
    - f. With reasonable steps to ensure services are appropriately administered
    - g. With awareness of the professional boundaries
    - h. With regular review and revision of contractual arrangements
  - Only agreeing to provision of services to multiple simultaneous clients when
    - a. Explanation of the limits of confidentiality are provided in advance
    - b. The client has the opportunity to consider the limitations and ramifications of this situation
    - c. The client has accepted the limitations of this situation
    - d. The client has not been coerced to accept this situation
  - Establishing a clear and mutually agreed upon therapeutic contract between client (where possible), parent, guardian or appropriate authority, which contains
    - a. Goals
    - b. Procedures
    - c. Expected length of treatment
    - d. Conditions of termination
  - Collaborating with others for the benefit of the client
  - Suspending services only when
    - a. Suitable arrangements for other appropriate

- professionals to be available have been made
- b. Obtaining client's consent for the above arrangements
- Terminating services when
  - a. It is clear that the client is no longer benefiting from the therapeutic services
  - b. The psychological well-being of the client has been duly considered
  - c. Arrangements for continuity of service have been made, if appropriate
  - d. The DM therapist becomes aware that their level of competence is not sufficient to meet the client's needs
  - e. An explanation regarding the reasons for termination has been given
  - f. The demands of an organization require the DM therapist to violate the general principles set out in this Code
- Applying valid and appropriate assessment procedures
- Basing interpretations on valid procedures and research findings
- Reporting assessment results appropriately and accurately in clear language
- Research publications that
  - a. Comply with codes, guidelines and other national directives
  - b. Remove the identity of any participants
  - c. State clearly if any data upon which the results are based has been previously published
- The following websites and [PACFA Code of Ethics Section 6, pages 16 & 17](#) provide further Research Ethics information: • [Federal Privacy Legislation](#) • [National Statement on Ethical Conduct in Human Research \(2007, updated 2015\)](#) • [Keeping Research on Track: A guide for Aboriginal and Torres Strait Islander peoples about health research ethics \(2005\)](#)

### III. **Integrity**

Integrity includes the areas of reputable behaviour, healthy communication, conflict of interest, non-exploitation, and addressing ethical concerns. DM therapists must recognise that their knowledge of the discipline of dance movement therapy, their professional standing, and the information they gather place them in a position of power and trust. They must exercise their power appropriately and honour this position of trust. DM therapists will act with probity and honesty in all their conduct including professional relationships.

**a. Reputable Behaviour**

- i. In the course of their work DM therapists will abide by the ethical standard of *reputable behaviour* by
  - Avoiding disreputable conduct that reflects on their ability to practice as a DM therapist
  - Avoiding disreputable conduct that reflects on the profession of DMT

**ii. Healthy Communication**

- In the course of their work DM therapists will abide by the ethical standard of *healthy communication* by
  - a. Communicating honestly in the context of their work
  - b. Taking reasonable steps to correct any misrepresentations about themselves or their colleagues
  - c. Ensuring that in announcing or advertising their services, any statements made do not contain
    - i. False, fraudulent, misleading or deceptive statements
    - ii. Testimonials or endorsements solicited in exchange for remuneration or have the potential to exploit a client
    - iii. Any comment claiming or implying superiority for themselves over other DMTs
    - iv. Any comments that are likely to create false or unjustified expectations, particularly of favourable results
    - v. Any comments likely to appeal to a client's fears, anxieties, or emotions concerning failure of other services
    - vi. Any offensive, vulgar or sensational comment that would bring the profession into disrepute.
  - d. Ensuring that accurate credentials and post-nominals are used to represent their level of membership in the Association

**iii. Conflict of Interest**

- In the course of their work DM therapists will avoid the ethical dilemma of *conflict of interest* with clients, students, peers and other professionals by
  - a. Refraining from engaging in multiple relationships that

- i. Impair their competence, effectiveness, objectivity or ability to render appropriate services
  - ii. Harm clients or other associated parties
  - iii. Lead to the exploitation of clients or other associated parties
- b. Consulting with a Clinical Member, (supervisor) of the profession to find an appropriate resolution that is in the best interests of the parties involved
- c. Declaring any vested interests at the onset of services and seeking to find an appropriate resolution

iv. **Non-exploitation**

- In the course of their work DM therapists will abide by the ethical standard of *non-exploitation* by
  - a. Avoiding the unfair treatment of a client in order to derive benefit
  - b. Avoiding the unfair treatment of a colleague, assistant, employee, supervisee or student in order to derive benefit
  - c. Avoid engagement in sexual activity with a client or anyone closely related to the client
  - d. Avoid engagement in sexual activity with former clients until a period of five years has passed. For further details see PACFA Code of Ethics Section 6 pages 16 & 17 items d & e <https://www.pacfa.org.au/practitioner-resources/ethical-standards/>
  - e. Ensure honesty in all financial dealings by
    - i. Making financial arrangements that safeguard the best interests of all parties
    - ii. Avoiding arrangements that may adversely influence the client or the therapeutic services provided
    - iii. Making all arrangements clear and transparent
    - iv. Not receiving remuneration or giving any for referral of clients

v. **Ethical Concerns**

- In the course of their work DM therapists will address *ethical concerns* by

- a. Drawing attention directly to questionable conduct by first informing the DM therapist whose conduct is of concern or in breach of the Code
- b. Informing the organisation administration of the possible breach of the Code
- c. Reporting the conduct to a relevant regulatory body or Ethics Committee of the Association
- d. Following any established procedures for making complaints regarding breach of the Code \*(see complaints policy)
- e. Not lodging a trivial, vexatious or unsubstantiated complaint against a colleague

vi. **Tele-health and digital communications**

- DMTs may offer services in digital formats including by phone, computer and tablet. In this work, DM therapists should
  - a. follow the ethical code of practice
  - b. Work within their scope of practice and level of training and credentials
  - c. be familiar with the jurisdiction of their practice for service delivery, which includes insurance, informed consent and record keeping (inclusive of digital recordings <https://dtaa.org.au/privacy-policy/>)
  - d. ensure safety in practice with consideration to the client and therapist's space. Request emergency contact information on initial consultation.
  - e. ensure privacy and confidentiality for clients considering the space in which the therapy is occurring
  - f. DM therapists are familiar with community resources where the client resides, in the event that a referral is required.

## DEFINITIONS

For the purposes of this Code, and unless the context indicates otherwise, the following terms are defined as:

**Associated party** any person or organization other than clients with whom the DM therapist interacts when providing therapeutic services.

**Association/Organisation** the Dance Movement Therapy Association of Australasia, Inc

**Australasia** primarily Australia and New Zealand but also to nearby Oceania, Asia/Pacific countries from which DM therapists have chosen to join DTAA.

**Beneficence** acting in the best interests and for the well-being of another.

**Client** a party or parties to whom a DMT service is being delivered. Clients may be individuals, couples, groups, families, organizations, institutions, communities or those commissioning/paying for the professional service. This could include students and workshop attendees who are being taught by a DTAA registered member.

**Code** the DTAA Code of Ethics (2020), as amended from time to time.

**Conduct** any act or omission by a DM therapist.

**Dance Movement Therapist** a DTAA Registered Clinical, Professional, Provisional Professional or Student Member.

**DM therapist** Dance/Movement Therapist

**Jurisdiction** Australasia which includes the Commonwealth of Australia, New Zealand and other areas where Professional Members are practicing, which may include Oceania and Asia/Pacific.

**Legal rights** those rights protected under the laws and statutes of the Jurisdiction.

**Moral Rights** the universal human rights as defined by the United Nations Universal Declaration of Human Rights. <https://www.un.org/en/universal-declaration-human-rights/>

**Multiple Relationship** –those that occur when the DMT

- a. in a nonprofessional relationship with the same client
- b. in a different professional relationship with the same client



- c. in a nonprofessional relationship with an associated party
- d. recipient of a service provided by the same client

**Non-Maleficence** not causing harm to another through action or omission

**Professional relationship** – is the relationship between a DM therapist and their client which involves the delivery of a professional therapeutic service.

**Professional service** - means any service provided by the DMT to a client, which can include but is not limited to therapeutic activities, teaching, supervision, research practice, or other professional procedures.

## **BIBLIOGRAPHY**

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