



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.

ABBREVIATIONS MAY 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)**RC** Research Committee (SM & Ella Dumaresq)**HEMF** Hanny Exiner Memorial Fund (MA)**GO** Governance Officer (EM)**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, Somatic/movement, & DMT training**DMTNZ** a registered charitable trust in New Zealand providing dance & arts therapies and training**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)

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: Green (Finished) / Yellow (Underway) / Pink (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, including out of print, out of copyright
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