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DTAA STRATEGIC PLAN 2020-2022

Goals of the DTAA:

The constitution states that the primary objectives of the DTAA are the ongoing development and promotion of the art, science and practice of dance movement therapy (DMT) in order to promote better health, well-being, and creativity for people throughout Australasia; and the improved quality and reach of dance movement therapy for a broad range of populations.

Values

This document reflects the following values which underpin the work of the DTAA and our 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
 - Creativity
 - Expression

2. With regard to its organization operations, DTAA adheres to the following values for:
 - Operations and Administration: efficiency and effectiveness
 - Governance: transparency, accountability, responsiveness, fair conduct
 - Members: client focus, self-reflection, self-awareness, integrity, competence, respectful of diversity of human experience
 - Profession: human rights, equity, justice, empowerment

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:



The opportunities and positives:

- The opportunities and need for DMT services have never been greater: (modest) research and our experience indicate that many groups in the community benefit from this work.
- Current DM therapists and those joining the profession are deeply committed to the work
- Some research and publishing are being done by Australasian practitioners to expand the evidence base and inform the work.
- The DTAA continues to work actively to support the profession, running supervision and PD events, publishing informal and formal information and offering networking opportunities to the profession.
- The increasing awareness and interest by the scientific and other communities in embodied practices offers opportunities for greater collaboration across disciplines and professions
- The diversity of populations who experience challenges with verbal language open the need for working nonverbally in therapeutic settings
- The growing awareness of the role of creativity and expression for well-being offers a greater place for DMT
- The growing importance of diverse cultural practices for health and well-being offer space for DMT
- The availability of technology enables improved outreach by, and access to, DMT

The challenges:

- DMT practitioners need to meet the diverse community in Australasia, which include: young people, men, and people of CALD and indigenous background.
- DMT practitioners find it difficult to sustain a living because of lack of employment opportunities.
- 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;
Competency Standards Subcommittee (CSC) 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 Organizations Committee (TOC) headed by the Convener;

Administrator
Bookkeeper



DTAA Abbreviations List

DTAA	Dance Movement Therapy Association Inc		
	DTAA BOARD		ORGANISATIONS
SKL	Sandra K Lauffenburger-President, PMC	ADMP UK	Association for Dance Movement Psychotherapy UK
ECK	E. Connor Kelly-Vice President, EC & BL	ADTA	American Dance Therapy Association
RP	Robyn Price-Treasurer, FC	AHPA	Allied Health Professions Australia
EM	Eileen McDonald-Secretary, GC & SC	DTAA	Dance Therapy Association of Australasia
SD	Sally Denning-CDC	PACFA	Psychotherapy & Counselling Federation of Australia
JG	Jane Guthrie-PDC & PC	IDTIA	International Dance Therapy Institute of Australia-DMT Training
ML	Maeve Larkin-MPC	TT	Tensegrity Training RTO DMT Training Organisation
TN	Tracey Nicholson-TPC	DMTNZ	A registered charitable trust in New Zealand providing dance therapy and training
SM	Sue Mullane-TEC	UM	University of Melbourne
MA	Mandy Agnew-HEMF	UOA	University of Auckland
BP	Brigitte Puls-RC	WADMT	World Alliance of DMT
MFN	Mioi Forster-Nakayama-WDC		
	DTAA COMMITTEES, CONVENERS, ACTIVITIES		AUSTRALIAN & NEW ZEALAND ABBREVIATIONS
PMC	Professional Membership Committee (SKL)	AGM	Annual General Meeting
MPC	Marketing Promotions Committee (ML)	SGM	Special General Meeting
PDC	Professional Development Committee (JG)	CPD	Continuing Professional Development
TPC	Training Providers Committee (TN)	EIP	Evidence Informed Practice
TEC	Training & Education Committee (SM)	NDIS	National Disability Insurance Scheme
CSC	Competency Standards Committee (SD)	ACC	Accident Compensation Corporation (in New Zealand)
WDC	Workforce Development Committee (MFN)	AQF/NZQF	Australian Qualifications Framework/New Zealand
SC	Supervision Committee (EM)	RTO	Registered Training Organisation Incorporated Association
PC	Publications Committee (JG)	Inc	Incorporated Association
EC	Ethics Committee (ECK)	SoP	Scope of Practice



FC	Finance Committee (RP)		
RC	Research Committee (BP)		PROFESSIONAL DESIGNATIONS
GC	Governance Committee (EM)	DMT	Dance Movement Therapy
HEMF	Hanny Exiner Memorial Fund (MA)	Dmt	Dance Movement Therapy
		DMP	Dance Movement Psychotherapy
		Dmp	Dance Movement
		UK	United Kingdom
		NZ	New Zealand
		DP	Donna Parker (Administrator)
		MC	Melissa Croft (Bookkeeper)

Colour Code:

STILL ON HOLD/NOT ACTIONED AS YET
MOVING ON THIS NOW
WELL UNDER WAY OR COMPLETED

Objective 1. Improved quality of DMT work through:

1.1. Increased training opportunities across AQF/NZQF levels

	Activities	Who will do this?	When?	How
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	Ongoing	<ul style="list-style-type: none"> 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	Ongoing liaison with training course providers and associated trainings	TOC	Quarterly	<ul style="list-style-type: none"> Regular meetings of TOC to discuss concerns and needs 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?	When?	How will this occur?
1.2.1	Increase value of membership levels by increasing members-only services	PMC	ongoing	<ul style="list-style-type: none"> Enhance members' e-news, on-line access to publications, and other activities Establish new membership levels and associated benefits
1.2.2	Provide opportunities for regular group supervision	SC and PDC		<ul style="list-style-type: none"> Develop plan for Branch-led or member- initiated supervision session. Organize with PDC calendar
1.2.3	Increase active engagement of graduates with the DTAA	Branches	ongoing	<ul style="list-style-type: none"> Survey members for regional needs Create local gatherings
1.2.4	Attract new members to the DMT profession	PMC	Annually	<ul style="list-style-type: none"> Contact training organizations and future graduates with information about DTAA
1.2.5	Encourage experienced members to upgrade to higher membership levels	PMC		<ul style="list-style-type: none"> Write letters to Prof DMTs regarding Clinical level Ensure application conforms to training standards Simplify application and upgrade processes



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

	Activities	Who will do this?	When?	How will this occur?
1.3.1	Present regular skill development activities based on evidence-informed practice	PDC	annually	Prepare proposal for each activities & 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	annually	Survey members for needs Develop calendar of events addressing needs
1.3.3	Create information exchange through regular updates in e-news	Administrator	monthly	Administrator's regular responsibility
1.3.4	Publish regular online articles and increase sharing of information	Publications Committee	quarterly	Create Task Force to determine membership needs Create new format for publication?
1.3.5	Establish a supervision reporting and auditing process for Prof members	SC		Presents recommendation to Board; Develop reporting format
1.3.6	Coordinate supervision and CPD reporting/auditing process for Professional members	SC PMC		Design combined reporting form and auditing schedule Coordinate with Administrator
1.3.7	Increase capacity of DMTs as supervisors	SC		Build Clinical Supervisor Register Develops Training Standards for supervisors Identify/create training courses



1.4. DMT practitioners who have strengthened cultural competence

	Activities	Who will do this?	When?	How will this occur?
1.4.1	Ensure training standards include cultural competence, across the diversity of Australia’s multicultural communities	TEC		TEC requires this as part of training standards
1.4.2	Provide opportunities for members to obtain training in cultural competence	Form new committee		Create webinars by cultural leaders

1.5. DMT practitioners who better reflect the demographics of the community

	Activities	Who will do this?	When?	How will this occur?
1.5.1	Develop pro-active approaches to attracting people of diverse cultural backgrounds and gender to training and PD	PMC and TPC		Encourage training organisations in other countries and regions Encourage DMTs of different nationalities, cultural backgrounds to join DTAA Examine approaches taken by other similar organizations Create recommendations for Board comment
1.5.2	Expand mentoring/supervision opportunities for younger and CALD/ indigenous professionals	New committee?	2020	Identify outside agencies that may support DTAA in this?



1.6 Increase workforce and post-training opportunities

	Activities	Who will do this?	When?	How will this occur?
1.6.1	Increase practitioner tools for marketing and promotion of business	MPC		Create downloadable brochures for members' use
1.6.2	Increase practitioner skills in marketing and promotion of business	MPC WDC	2021	Develop webinars on building one's business, practice, supported by PDC Encourage members to use PACFA courses



Objective 2. Expanded reach of DMT services, through

2.1 Increased recognition of DMT by decision-makers, funders, other professions, and the general public

	Activities	Who will do this?	When?	How will this occur?
2.1.1	Participate pro-actively to advocacy opportunities	WDC	ongoing	Participate in government consultations, Application for recognition of DMT profession by NDIA
2.1.2	Increase promotion of DMT to potential employers or funders	MPC	ongoing	Develop flyers, specific to population groups
2.1.3	Expand legal jurisdiction into other regions of Australasia	Secretary Treasurer		Support legal processes as required
2.1.4	Promote achievements of Professional members	President with Vice President?	ongoing	Create log/list of member publications, workshops, and industry achievements for use in promotional activities
2.1.5	Assist DMT to become recognized as an allied health profession	President WDC		Gain NDIS recognition Work with PACFA AHPA membership
2.1.6	Increase promotion of opportunities for funding and research grants	RC	ongoing	Develop Ethical guidelines for independent researchers Create list of possible funding opportunities for research
2.1.7	Create engagement with other creative, somatic and psychotherapeutic associations	PDC President		Find opportunities for collaborative PD events and webinars
2.1.8	Explore advocacy connections with other creative, somatic, and psychotherapeutic associations	President Past-President		Set up discussions with ANZACATA, PACFA



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

	Activities	Who will do this?	When?	How will this occur?
2.2.1	Develop Scope of Practice for DMT	Board with contractor		DTAA Contracts appropriate person to lead the writing
2.2.2	Develop updated Code of Ethics	EC		Create draft Present to Board for comments and approval
2.2.3	Develop for practitioners to comply with fitness to practice standards	EC		Use PACFA docs as a starting point

2.3. Strengthened evidence base for DMT

	Activities	Who will do this?	When?	How will this occur?
2.3.1	Raise practitioners' awareness of importance of evidence base and research	RC	Ongoing	Establish regular webinars assisting members with implementing EIP?
2.3.2	Lobby for courses that include consideration of evaluation and research	TEC/ RC		Ensure course accreditation criteria includes this requirement
2.3.3	Encourage partnerships with researchers	RC President		Explore relationships with researchers
2.3.4	Encourage DMTs to be active researchers:	HEMF RC		Webinar on writing research proposals Work with HEMF to ensure grant process includes EIBP



2.4. Better employment opportunities for DM therapists

	Activities	Who will do this?	When?	How will this occur?
2.4.1	Develop advice to members on self-advocacy,	WDC		Deliver webinars on the topic Create materials to be uploaded onto website including sample proposals, and evaluation tools
2.4.2	Promotion of funding opportunities in members e-news	Administrator	ongoing	Encourage members to send opportunities to admin team
2.4.3	Advance DMT as a funded option for NDIS, ACC	WDC		Prepare application for NDIA Identify other opportunities Support NZ with ACC

2.5 DTAA operations are efficient and effective

	Activities	Who will do this?	When?	How will this occur?
2.5.1	Ensure accounting and budgeting processes are efficient	Treasurer FC		Hire bookkeeper
2.5.2	Document administrative procedures	Administrator President		Create manual
2.5.3	Update Financial procedures	Treasurer		Create manual
2.5.4	Ensure appropriate access to organizational files and documents	President		Develop Dropbox assignments and usage
2.5.5	Ensure committees identify strategic objectives	President (with Conveners)	Early 2020	Conveners complete Terms of reference documents
2.5.6	Ensure balanced expense - income stream	Treasurer	ongoing	Present quarterly budget report to Executive/Board Identify and report issues