



Graduate Certificate in LGBTQIA+ Policy

Champion inclusion for
LGBTQIA+ communities

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UNIVERSITY OF
CANBERRA



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Study the Graduate Certificate in LGBTQIA+ Policy to translate research into fair and just policy practice, champion allyship, and amplify community voices. Equip yourself with the latest tools and resources to make a profound impact.

Dr. Robin Ladwig

Lecturer, Canberra Business School

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Why study the Graduate Certificate in LGBTQIA+ Policy

Champion inclusion for LGBTQIA+ communities

As Australia's first postgraduate course in LGBTQIA+ policy, this pioneering course is designed for advocates ready to influence policy, protect hard-won rights, and create a more inclusive society. Whether you're working in government, the corporate sector, not-for-profits, or grassroots advocacy, this course empowers you to challenge inequality and lead meaningful reform.

Learn from leading experts across the Canberra Business School, the Canberra School of Government, and the News and Media Research Centre—and graduate with practical, real-world skills to turn your passion into policy.

You'll build the expertise to:

- ✓ Navigate anti-discrimination legislation and understand its impact on LGBTQIA+ communities
- ✓ Evaluate and influence inclusive policies across government, corporate, and community sectors
- ✓ Design intersectional initiatives that promote inclusion and unity
- ✓ Engage with decision-makers and advocate for LGBTQIA+ rights at every level

From community to Parliament—be the voice for LGBTQIA+ policy

Flexible, supported and accelerated learning — designed for immediate impact.

Fit study around your life while gaining actionable skills you can apply right away. Whether you're countering extremist narratives, shaping corporate policies, or building inclusive laws, this qualification positions you to lead the change. You'll also have a pathway into the Master of Public Policy to bolster your career and take on bigger leadership challenges.

It's more than a qualification. It's your platform to protect, empower and reform.



Advance your career. Drive change that matters.

Career outcomes

The Graduate Certificate in LGBTQIA+ Policy equips you with the specialised skills necessary to influence policy and drive social justice across a variety of sectors. Whether you're entering policy development or looking to lead inclusive change in your current role, this qualification enhances your credibility and opens doors to new opportunities.

Graduates may pursue or progress in roles such as:

- *Policy Officer/Policy Advisor/Policy Analyst*
Develop and evaluate inclusive policies that protect LGBTQIA+ communities.
- *Policy Manager/Director of Policy*
Lead initiatives to create LGBTQIA+ inclusive policies in government or organisations.
- *DEI Specialist or HR Professional*
Integrate LGBTQIA+ inclusion into diversity, equity, and inclusion strategies within organisations.
- *Senior Consultant or Legal Professional*
Advise on LGBTQIA+ rights, anti-discrimination laws, and inclusive practices.
- *Roles in Not-for-Profit and Community Organisations*
Lead advocacy campaigns, shape public policy, and promote social change.

You'll graduate with the skills to evaluate, design, and implement policies that champion LGBTQIA+ rights, while advancing your career in public policy, human rights, and social justice. Wherever your path leads, you'll be ready to drive inclusion and equity at every level.

Course overview

Graduate Certificate in LGBTQIA+ Policy

Advancing LGBTQIA+ rights and inclusion is essential in creating equitable societies.

This Graduate Certificate in LGBTQIA+ Policy prepares you to develop policies that protect and empower LGBTQIA+ individuals, focusing on human rights, anti-discrimination laws, and inclusive policy development.

Suitable for professionals aiming to influence government, corporate, or community sectors, this certificate enables you to drive meaningful change and promote inclusivity.

As a component of the Master of Public Policy, this graduate certificate serves as a stepping stone to specialised roles in policy development and social justice initiatives.

Knowledge areas

Shaping Inclusive Public Policy

Build a strong foundation in public policy development—from formation to evaluation—equipping you to influence decisions and design inclusive, evidence-based solutions for diverse communities.

Advocating for LGBTQIA+ Rights

Apply intersectional and community-led approaches to policy design and human rights advocacy. Develop actionable initiatives for government, corporate, and community settings to drive lasting inclusion and social justice.

Communicating for Change

Master inclusive and ethical communication strategies grounded in best-practice frameworks. Learn to engage underrepresented communities and craft impactful messaging that resonates across policy, media, and advocacy channels.

Driving Equity Through Leadership

Gain strategic leadership skills to assess policy effectiveness, navigate anti-discrimination legislation (like the Sex Discrimination Amendment Act 2013), and champion equitable outcomes for LGBTQIA+ individuals and other marginalised groups.



Course details

Duration	Fees	Intakes
8 months (part-time)	\$14,500 (\$3,625 per unit)	January, March, May, July, September, October

All prices are listed in Australian dollars. Visit our Course Fees page for up-to-date information, inclusive of 2026 indicative course fees. Fees are subject to annual review by the University and may increase annually, with the new fees effective from the start of each calendar year. Indicative fees are a guide for comparison only based on current conditions and available data. Study plans and completion times might vary depending on the choice of elective units, RPL, leave, and unit availability. For more information, please speak with a Student Enrolment Adviser.

Units of study (4 core units)

1. **Foundations of Public Policy**

Learn the essentials of policy development and evaluation.
2. **Equity, Leadership and Policy**

Address structural barriers and cultivate inclusive leadership strategies.
3. **Communicating with Diverse Audiences**

Craft messages that resonate across diverse communities and sectors.
4. **LGBTQIA+ Policy and Advocacy**

Design policies that empower and protect LGBTQIA+ individuals.



Entry requirements

Admissions requirements

A recognised bachelor's degree or equivalent,

OR;

A higher-level qualification in any discipline, from a recognised tertiary institution,

OR;

Three years of relevant work experience.

Additional requirements

There are non-standard English language requirements for this course. To be eligible, you must have an overall IELTS Academic score (or equivalent) of 6.5, with no band score below 6.0. For alternate/ equivalent ways of meeting the English requirements for the course, please read this document on the [University website](#).

Recognition of prior learning (RPL)

RPL will not be offered for the Graduate Certificate in LGBTQIA+ Policy.

Pathway to a Master of Public Policy



Graduate Certificate
(with key outcomes)



Master of Public Policy
(with expanded
career potential)



For more information, **schedule a 15-minute call** with a Student Enrolment Adviser.

Schedule a call

Discover our experts



Robin Ladwig

Robin Ladwig is a passionate educator and researcher at the Canberra Business School, specialising in human resource management with a focus on diversity, equity, and inclusion (DEI). Their PhD research explores the career development and workplace experiences of trans and gender-diverse individuals in Australia, emphasising organisational culture and inclusion.

With a Master's in Gender Studies, a background in Social Work, and extensive experience as a Diversity Advisor at the University of Canberra, Robin bridges academic research with practical initiatives to drive inclusive workplace change. They are dedicated to advancing DEI conversations, including accessibility, belonging, and social justice, while exploring the role of technology in shaping inclusive workplaces.



Mary Walsh

Mary Walsh is a Professor of Politics and Associate Dean at the University of Canberra, brings 30+ years of teaching and research expertise. She has led key programs like the Bachelor of Politics and International Relations and the Master of Public Policy, earning national and international recognition for her contributions.



Jonathan Pickering

Jonathan Pickering is an Associate Professor at the University of Canberra, specialising in democracy and justice in environmental and energy policy. With a PhD from ANU and a background in international development at AusAID, Jonathan's research has been featured in top journals like *Climate Policy* and *Environmental Politics*. He also leads an ARC-funded project on electricity transmission policy and teaches leadership and policy in the Master of Public Policy program.



Ashleigh Haw

Ashleigh Haw is a Senior Lecturer in Communication and Media at the University of Canberra and member of the News and Media Research Centre, specialises in social inclusion in digital and news media. With a PhD in Sociology and 15+ years of teaching experience, her work explores the representation of marginalised communities, mis/disinformation during crises, and critical disability studies. A strong advocate for accessibility, she brings lived experience to her teaching and research in ethics, inclusion, and crisis communication.

About the University of Canberra



¹THE Young University Rankings 2024

² Good Universities Guide 2025

³ THE Impact Rankings 2024

Top 9%

of young universities worldwide.¹

#1

in Canberra for
student support and
skills development.²

91%

postgraduate
full-time
employment rate.²

#2

in Australia —
and 7th in the world
— for tackling inequality
(SDG 10).³

5 Star

rating for full-time
postgraduate
employment.²

The University of Canberra's online experience

Supporting you every step of the way

- The University of Canberra is an ambitious university for ambitious people. Our practical, supported and accelerated online courses are designed to deliver outcomes that create real impact and inspire real change in the world around us.
- Our postgraduate courses are not only delivered online – they are career-relevant and designed for demand, so you can apply what you learn faster.
- Through its online studies, the University is committed to making sure you enjoy a truly flexible and inclusive learning experience that works for you and with you – no matter who or where you are. When you're connected to the University, you're connected to an inspiring community of teachers and learners in our nation's capital.
- The University's mission is to challenge the status quo in the relentless pursuit of better ways to teach and learn.
- For those who study with the University of Canberra, the benefit is clear: practical and professional postgraduate learning for those ready to make a difference.





Unit descriptions

Foundations of Public Policy

Unit overview

This unit introduces participants to the study and practice of public policy. It covers contemporary issues and problems in policy studies and aims to deepen participants' knowledge of the theory and practice of public policy-making. The unit is organised into four themes of critical inquiry.

In the first theme, Public Policy Fundamentals, we address the question: What is public policy, how should it be studied and practised?

The second theme, Understanding the Policy Environment, explores a range of analytical perspectives on the broad environmental factors that inform the policy process, such as the COVID-19 pandemic, the national, regional and global economic contexts and other processes of globalisation such as transnational policy-making, and geopolitics.

Decision-making – from Ideas to Action is the third theme. Students are provided with a micro exploration of the policy process via agenda-setting, problem definition, policy formulation, implementation, evaluation and learning (including innovation and long-term thinking). The module assesses the ingredients of policy 'success', 'failure' and innovation and issues involved in researching and studying policy continuity and change.

The final theme, Collaborative Governance Within and Beyond the Nation State,

examines the role of inter-organisational forms of policy-making and delivery. This includes transnational policy transfer, and whole of government task forces and delivery networks, where policy is the outcome of collaboration between different jurisdictions, state and non-state actors.

Learning outcomes

After successful completion of this unit, students will be able to:

- Describe key actors, their relationships and sources of influence in shaping policy outcomes and discuss the issues involved in studying the policy process.
- Identify the complex issues surrounding the formation, implementation and evaluation of public policy and the institutional and organisational contexts which shape the policy-making process.
- Explain key terms, processes and debates informing the contemporary practice of public policy.
- Interpret current policy models and frameworks used to assess policies and the policy process by academics and practitioners.
- Evaluate the policy decision-making process and identify factors relevant to understanding policy 'success' and 'failure', including past and present Aboriginal and Torres Strait Islander peoples' challenges.

Equity, Leadership and Policy

Unit overview

The distribution of opportunities and resources is a central concern of government policy.

The pattern of that distribution, and its implications and consequences, are important in an inward-facing sense in terms of the government's own operations, and in an outward-facing sense in terms of the government policy's impact on citizens.

Equity concerns are high on the list of potential political, and therefore policy, pressures faced by government. Understanding and acting effectively upon equity concerns requires both a consciousness of and insight into the specific issues and their context.

This unit examines the concept of equity from multiple standpoints (including race, class, gender, age and ability), its expression in policy, the forms that contestations over policy in terms of equity occur, and how these things have, and continue to change over time.

Success factors in dealing with equity challenges in policy will be explored, including the critical role of leadership in effecting equitable outcomes.

Learning outcomes

After successful completion of this unit, students will be able to:

- Understand the complex, dynamic environment and institutional contexts in which equity issues emerge and are addressed.
- Identify a range of equity concerns, articulate their significance, and analyse the effectiveness of government policy addressing them.
- Assess success factors, in terms of both policy design and implementation, for effective action on equity dimensions of government policy, including the critical role of leadership.
- Develop awareness of a range of approaches and techniques particularly useful in policy development and implementation for equitable outcomes, and demonstrate how they could be used in relation to policy addressing current equity challenges.

Communicating with Diverse Audiences

Unit overview

Diverse audiences absorb and react to communications in different ways.

To be effective, it is important that communication methods and approaches are adjusted to reflect the variances across audience needs. This unit focuses on exploring the communication needs and preferences of diverse groups, including First Nations communities and marginalised individuals.

In this unit, students explore what governments and communities around the globe learned about communicating with diverse groups in times of crisis, such as the COVID-19 pandemic, and why these lessons should be incorporated into communication and engagement practice in and outside crises. Students reflect on these lessons as well as lessons from community-led initiatives to develop targeted communication and engagement programs that address the unique needs of different communities.

Learning outcomes

- Understand the safety, efficacy and ethical considerations of community-led principles in the design of tailored communication and engagement programs.
- Analyse and articulate the challenges and opportunities of organisational communication and engagement with diverse communities, including in times of crisis.
- Critique the principles of community-led communication and engagement in a range of contexts.
- Evaluate why communication and engagement programs and campaigns need to consider diverse cohorts, including First Nations communities.

LGBTQIA+ Policy and Advocacy

Unit overview

LGBTQIA+ rights are human rights that are crucial to the development of inclusive policy-making. Hence, this unit equips students with the essential skills to champion LGBTQIA+ rights and craft impactful, inclusive policies across diverse sectors.

Through a combination of theoretical frameworks and practical applications, students explore historical contexts, current challenges, and effective advocacy initiatives, focusing on the various people and groups represented by the LGBTQIA+ acronym. The unit also highlights the importance of intersectionality, cultural humility, and community engagement in policy development.

Students develop the foundational knowledge and skills needed to advocate for LGBTQIA+ rights, by taking the time to understand the diverse needs within LGBTQIA+ communities and how to prevent homogenising their experiences, ensuring that advocacy and policy-making address the nuances concerning sexual orientation, gender identity and expression, and sex characteristics (SOGIESC). By the end, students are equipped to advocate for LGBTQIA+ rights with a deeper understanding of the complexities and diversity of LGBTQIA+ affairs.

Learning outcomes

- Analyse the intersecting historical and contemporary issues affecting diverse LGBTQIA+ communities.
- Evaluate existing policy and advocacy efforts in terms of their impact on LGBTQIA+ rights and inclusion.
- Design an advocacy strategy that addresses a specific LGBTQIA+ issue within a chosen context.
- Create a policy and advocacy proposal that promotes inclusivity and equity for LGBTQIA+ individuals in a chosen context.





Thank you — we'd love to hear from you

Get in touch

Our Student Enrolment Advisers are here to help you with all your course and enrolment queries.

studyonline.canberra.edu.au

1300 471 770

future-student@studyonline.canberra.edu.au

For more information, **schedule a 15-minute call** with a Student Enrolment Adviser.

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