



**Kate Shao**  
Associate

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Kate is passionate about people. She is developing a diverse litigation practice with a focus on employment and union-side labour law.

Kate joined Paliare Roland as an associate in 2021. Prior to joining the firm, she worked in the City of Toronto's Legal Services Division and Human Rights Office. Kate articulated and began her career at a leading labour law firm. She has represented clients at various courts and administrative tribunals, including the Human Rights Tribunal of Ontario, the Workplace Safety and Insurance Appeals Tribunal, and the Ontario Superior Court of Justice.

Kate is actively engaged in social justice causes and has written and spoken on issues of race, gender, and identity.

**Community Involvement**

- Chinese Canadian National Council (Toronto Chapter), Board Member

**Education:**

University of Toronto,  
J.D., 2017

Queen's University,  
B.A. (Hons.)  
2014

**Bar Admissions:**

Ontario, 2018