

Associate

Kate Shao

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Kate Shao (she/her) is an associate with a focus on union-side labour and employment law. As union-side counsel, Kate's practice involves grievance and interest arbitrations, labour board matters, and human rights and discrimination cases. Kate has appeared before numerous administrative tribunals and courts in Ontario. Prior to joining Paliare Roland in 2021, Kate worked in the City of Toronto's Legal Services Division and Human Rights Office, and began her career at a leading labour and employment law boutique. She is recognized in Best Lawyers in Canada: Ones to Watch for her work in the labour and employment law field.

Kate is a passionate advocate for human rights and social justice. She has written and spoken on issues of race, gender, and identity. Kate is currently on JAYU's Board of Directors and previously served on the Board of Directors for the Chinese Canadian National Council (Toronto Chapter). She also sits on the firm's Inclusion Committee.

Kate holds a Juris Doctor degree from the University of Toronto and a Bachelor of Arts (Honours with Distinction) degree in Political Studies and Global Development from Queen's University. She was called to the Ontario Bar in 2018.

Education

University of Toronto, J.D., 2017

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

Paliare Roland

Bar Admissions

Ontario, 2018

Professional Affiliations

The Advocates' Society

Canadian Association of Labour Lawyers

Practice Areas

Employment Law

Labour Law

Human Rights

Awards and Honours

Best Lawyers: Ones to Watch in Canada 2024 - Labour and Employment Law

Best Lawyers in Canada - Ones to Watch - Labour and Employment Law

Federation of Asian Canadian Lawyers (FACL) Omatsu Scholarship - 2015

Community Involvement

Board Member – JAYU

Former Board Member – Chinese Canadian National Council (Toronto Chapter)

Presentations

Presenter – *Diversity within Diversity: Challenging the Monolithic Conception of the “Asian” Identity* – FACL Ontario’s 15th Annual Conference – May 28, 2022

Presenter – *Reflect Me: Diversity in Law* – Toronto Metropolitan University – Women of Colour in Law – October 28, 2021

Presenter – *Perspectives for Addressing the Rise in Anti-Asian Hate Crimes* – Conference of Minority Transportation Officials – May 25, 2021

Presenter – *Anti-Asian Racism and You: How to Respond at Work* – Parkdale Queen West Community Health Centre and the Nail Technicians’ Network – May 21, 2021

Presenter – *Resilience Dialogue: Public Service and Racism* – PROTECH – December 17, 2020

Presenter – *Mental Health, Asian Canadian Identity, and the Legal Profession* – University of Toronto Faculty of Law – Asia Law Society – November 12, 2020