

Rose Keith, KC

Curriculum Vitae

Ms. Keith has a legal career spanning over 25 years, during which she has earned a reputation for her sound judgment and well-rounded perspective.

In addition to her recognition within the legal profession, Rose has built a name for herself within the greater community, actively participating in board positions for many different organizations and associations. For Rose, success is not limited to professional triumphs, but instead stems from well-balanced contributions to both her profession and community.



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Leading by Example

Throughout her career, Rose has demonstrated strong leadership skills and an eagerness to dig in and help to get things done. In concert with providing the excellent legal services her clients have come to expect, Rose has focused on building strong and lasting business relationships with her colleagues, peers, and community.

“

As lawyers, we have a myriad of opportunities to develop strong business relationships and can do so at the same time as giving back to the community and our profession.”

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Career

Having worked as a solo practitioner before transitioning to her current role as Associate Counsel at Harper Grey, Rose brings a unique and informed perspective to her broad practice. The guiding principle for Rose is finding the right legal solution for her clients and in doing so nothing is more important than being respectful, compassionate and responsive.

Her general civil litigation practice has provided her with extensive experience in plaintiff's personal injury matters, workplace law matters and general civil litigation. It has also exposed her to a broad spectrum of matters including defamation, misappropriation, contractual breaches, and sales of businesses.

Rose's introduction to workplace law was through her personal injury practice in which many of her personal injury clients experienced problems in their employment situations. As she became more involved in providing advice in this area, she realized how important this work was and made a conscious effort to build that side of her practice. She now has extensive experience advising both employers and employees on employment related matters including wrongful dismissal, constructive dismissal, and human rights. Her practice has included workplace investigations and development of comprehensive workplace policies including creation and implementation of bullying and harassment policies and procedures.

Rose's experience in personal injury litigation has been broad and has included representing clients in motor vehicle accidents, occupiers' liability cases and a significant portion of her practice is devoted to representing clients in sexual abuse cases, either as plaintiff or as defendants. Rose's involvement in sexual abuse cases began with representation of survivors of Indian Residential Schools and has continued with representation of clients either in an institutional or non-institutional setting.

Rose has had the opportunity to put her trial expertise to work in a variety of commercial litigation matters including real estate disputes, shareholder and partnership disputes, contractual disputes, and product liability litigation. Rose has enjoyed the challenge of finding solutions for clients in these complex matters and looks forward to putting her problem-solving skills to work for clients involved in commercial litigation disputes.

During her 25 years of practice she has been involved in insurance law and has represented clients in a broad variety of cases including social host liability, property damage, occupiers' liability, and professional liability.

It's easy to see why Rose is viewed by her peers as a leader and innovator.

Education

- University of Saskatchewan, J.D., 1992
- University of Saskatchewan, B.A., 1989

Bar Admissions

- British Columbia, 1993

Recognitions

- Appointed King's Counsel, 2019
- Recognized as a "Local Litigation Star" in the area of Employment Law by Benchmark Canada® 2020

On a Personal Note

Rose is a blur of perpetual motion lending her irrepressible enthusiasm to many different organizations and associations she supports, both inside and outside the legal community. As an avid cyclist and outdoor enthusiast, Rose has a well-earned reputation for championing and supporting women in sport through local sporting activities.

Rose is passionate about her family. She and her husband have twin daughters who are very involved in athletic pursuits. Her time outside of work is spent supporting them in their shared interest in sports (whether participating or cheering each other on) and spending time as a family doing the things they love such as travelling, cycling, hiking, and generally spending time outdoors.

Mediation

Throughout her years of practice, Rose has been very involved in mediations as counsel. That experience showed her the pivotal role that a mediator can play in the success of a mediation and the experience of clients in the mediation process. Her practice has provided her with the opportunity to serve a broad variety of clients and her strength lies in her ability to relate to clients with diverse backgrounds. Rose is a Roster member with Mediate BC and has an active and thriving mediation practice. She was an early adopter of virtual mediation and is very familiar with the technology and the process.

Rose takes a hands-on approach in assisting her mediation clients in coming to a resolution. If resolution is not possible, Rose ensures that the parties leave the mediation with a better understanding of what is at issue and what risks each side will face going forward.

In her mediation practice, Rose is a neutral third party and utilizes the analytical skills that she has developed through her many years of experience as a lawyer to help the parties identify, articulate, and communicate their positions and interests. She works hard to put the parties at ease and to help them develop the level of trust and comfort that is necessary to achieve a resolution. Rose actively listens, helps the parties find common ground and shared interests and in doing so helps the parties come to a supportable and lasting agreement.

Rose has mediated a broad variety of cases including personal injury cases arising from car accidents, slip & falls, medical malpractice, sexual assault, and other incidents of injury. She puts her broad workplace law experience to use in mediating workplace disputes including wrongful dismissal, constructive dismissal, harassment cases and human rights disputes. Rose's broad general practice experience provides subject matter expertise that she utilizes to resolve disputes in other areas including wills and estates and breach of contract. She has experience in wills and estates mediations and has found that her practice experience lines up particularly well with this area.

Mediation Education

- **Continuing Legal Education British Columbia**, Workplace Investigations and Mediations, 2021
- **Workplace Institute**, PEACE Interview Framework, 2020
- **Workplace Institute**, Investigating Allegations of Harassment and Sexual Harassment in the Workplace, 2020
- **Reportex**, Easy Virtual Mediations, 2020
- **Canadian Bar Association**, Tools in the Arbitration/ Mediation Toolkit: When and How to Use Them, 2019
- **Justice Institute of BC**, Managing the Hostile Individual, 2019
- **Justice Institute of BC**, Separate Meetings – Pre-mediation and Caucusing, 2018
- **Justice Institute of BC**, The Art of Reframing, 2018
- **Continuing Legal Education of BC**, Med-Arb Training for the DR Professional, 2018
- **Continuing Legal Education of BC**, Advanced Skills for Non-Family Mediators, 2017
- **Justice Institute of BC**, Foundations of Collaborative Conflict Resolution, 2017
- **Continuing Legal Education of BC**, Fundamentals of Mediation, 2016

Mediation Memberships

- **Mediate BC**, Roster Member
- **BCICAC**, Panel Member

Leadership

A compassionate and self-aware leader, Rose never hesitates to go the extra mile for her clients, colleagues and causes she supports.

Rose's leadership within the legal community is centered on her passion, focus and drive. Leaning on these strengths has formed her unique leadership style of leading by example and inspiring and supporting others.

Harper Grey Leadership Roles

- **Mentor and Principal to students and associates, 2018–current**
- **Member of Enhanced Mentorship Committee, 2018–current**
- **Member of Innovation Committee, 2018–current**
- **Member of Culture Club, 2018–current**

CBA Contributions

Rose has established herself as leader in the fields of mediation, workplace law, personal injury and commercial litigation. Over the tenure of her practice, she has been an avid contributor to leadership and educational activities of the CBA, including acting as the Chair and Vice Chair of the CBABC Women Lawyers Forum as well as a committee member for the CBABC Advisory to Judicial Council Committee and CBABC Legislation & Law Reform Committee.

CBA Support

- **CBA BC Women Lawyers Forum (WLF), Chair and former Vice Chair, 2018 – current**
- **CBA BC Women Lawyers Forum (WLF), Executive Member, 2014 - 2018**
- **CBA BC Advisory to Judicial Council Committee, Committee Member, 2010 - 2020**
- **CBA BC Legislation & Law Reform Committee, Committee Member, 2010 - 2020**
- **CBA Government Relations Committee, Committee Member, 2010 - 2020**
- **CBA Auto Insurance Committee, Chair, 2016 – 2018**
- **CBA Auto Insurance Committee, Member, 2014 - 2016**

Mentoring

Rose sees the value in investing her time in the support of junior professionals and generously gives her time within her firm and to outside organizations. She understands the transformative power of mentoring and strives to be a driving force behind the advancement of the legal profession – specifically in the case of women in leadership roles.

Mentoring Organizations

- **Harper Grey LLP, 2018–current**
- **CBA BC Women's Forum Program, 2005–current**

Community & Volunteering

Rose's community involvement began over 25 years ago when she became a member of the board of Lupus Canada, an organization dedicated to advocating on behalf of patients with lupus. That involvement was driven by a personal connection with lupus and that initial community involvement opened her eyes to just how much she, as a lawyer, has to contribute to community boards. Since that first involvement she has joined a variety of boards, often leading to leadership roles within those boards.

Rose actively volunteers in her local schools and is deeply involved in providing support for local sporting activities for her daughter and women in sport generally.

At a community level, Rose understands the value that lawyers bring to organizations. Lawyers have been trained to analyze matters and communicate in a way that non lawyers don't, and that analytic and communication skill can be invaluable to community organizations. Lawyers are natural leaders and are generally more comfortable taking on leadership roles in organizations – which Rose is enthusiastic about doing.

Diversity, Inclusion & Belonging

Rose is a firm believer that organizations are enriched by their diversity and clearly recognizes the benefits of building a genuinely inclusive culture. She believes that both individual and collective strength is the product of uniquely valuable characteristics, experiences, and perspectives.

Rose is involved with various organizations that champion diversity and actively work to create a genuinely inclusive culture. She is especially passionate about gender balance and women's initiatives, lending her time to various organizations that support the advancement of women.

Further to that, Rose is a volunteer advisor with Life in Law, affectionately known as LiL, a readily accessible resource for women lawyers in Canada seeking help balancing life with a legal career. The vision and concept for LiL originated within Harper Grey with the overarching goal of helping to reduce the exodus of women from the legal profession, by providing them with opportunities to raise issues they face in a confidential environment. Rose and the other LiL advisors provide guidance to other women lawyers through phone and online chat support as well as the ['Dear LiL' blog](#).

Board Positions

- **Athletics 4 Kids**, Past Board Member, 2001–2005
- **Cycling BC**, Past Chair, 2016–2018
- **Hollyburn Country Club**, Board Member, 2017–current
- **Hollyburn Country Club**, Executive Member of the Board, 2018–current
- **Hollyburn Hurricanes Swim Team**, Past Chair, 2013–2017
- **Lupus BC**, Past Board Member, 2012–2016
- **Lupus Canada**, Past Board Member, 1998–2000
- **Ovarian Cancer Canada Love Her Gala Vancouver**, Past Chair, 2014
- **Trial Lawyers Association of BC**, Board Member, 2003–2018
- **Trial Lawyers Association of BC**, Past President, 2007

Volunteer Roles & Activities

- **CBA BC Retreat Planning Committee**, Member, 2017–current
- **Civil Resolutions Tribunal**, Past Part Time Member, 2016–2018
- **CIVJI**, Editorial Board Member, 2013–current
- **Life In Law**, Volunteer Advisor, 2020–current
- **TLA BC Women's Retreat Planning Committee**, Member, 2005–current
- **We for She Forum**, Attendee, 2018
- **West Coast Leaf Equality Breakfast**, Attendee, 2019
- **Women in Law Conference**, Attendee, 2019

Legal profession focus & education

For over 28 years, Rose has dedicated countless hours to legal education and scholarship, whether as a volunteer and speaker to a host of associations at conferences and other forums or through authoring and publishing articles and papers on a myriad of topics. Select examples include:

Author of:

- **Contributor**, Harper Grey Workplace Law Strategies Blog
- **Contributor**, Life in Law Blog
- **Author**, Employment Update Column in The Verdict
- **Author**, Mediation Moment Column in The Verdict
- **Author**, Provincial/Federal COVID-19 Benefit Chart

Speaker before:

- BCCA AGM and Conference
- CBA BC
- CLE BC
- CKNW Sunday Night Health Show, 2020
- First Annual Civil Litigation Dinner
- TLA BC
- TLA BC Series
- WBCICAC Mediation and UMP Panels
- Women in Law Series Panel

Speaking & Writing Topics

- Advocacy fundamentals
- Bullying and harassment in the workplace
- Civil claims for sexual abuse
- Developments in personal injury law
- Effective mediations
- Employment law for non-employment lawyers
- Ethical issues in mediation
- Issues in employment law
- Jury trial essentials
- Preparing your client for mediation
- Residential school survivors
- The Civil Resolution Tribunal
- Understanding employment standards requirements
- Use of medical experts in litigation
- Using summary trials effectively
- Workplace investigations

Memberships:

- American Association of Justice
- Chartered Professionals in Human Resources
- Law Society of British Columbia
- Mediate BC, Roster Member
- Trial Lawyers Association of British Columbia
- Canadian Bar Association
- Canadian Bar Association, Government Relations Co
- Canadian Bar Association, BC Branch Subsections:
 - Employment Law
 - Insurance Law
 - Civil Litigation
 - Aboriginal Law
 - Alternate Dispute Resolution