

# Rose Keith, KC

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## Curriculum Vitae

Ms. Keith has a legal career spanning over 30 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.

## 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.”

# Career

Having worked as a solo practitioner before transitioning to her current role as Partner 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 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 has appeared as counsel at all levels of Court in British Columbia and before various regulatory bodies, including the Human Rights Commission.

Her experience in personal injury litigation is 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 Indian Residential School survivors 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. She enjoys 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.

Throughout her years of practice, Rose has been very involved in alternate dispute resolution including 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.

Based on her legal acumen and sound judgment, Rose is also frequently retained by lawyers requesting she intervene as an arbitrator rather than resolving issues by going to trial in the court system. In this role, Rose effectively brings to bear her significant legal knowledge and experience to hear evidence and resolve disputes by rendering a final binding decision for the parties.

## Education

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

## Bar Admissions

- British Columbia, 1993
- Appointed King's Counsel, 2019

## Recognitions

- "Local Litigation Star" in the area of Employment Law by Benchmark® Canada, 2020–2024
- "Repeatedly Recommended" in the area of Personal Injury by the Canadian Legal Lexpert® Directory, 2024
- "Leading Lawyer" in the areas of Employee Benefits Law, Labour and Employment Law, and Personal Injury Litigation by Best Lawyers® in Canada, 2024

# 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. She is also a member of the Alternate Dispute Resolution Institute of BC (ADRBC) as well as the National College of Distinguished Neutrals and speaks often on topics relating to mediation.

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

- 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

- Roster Member, Mediate BC
- Alternate Dispute Resolution Institute of BC (ADRBC), Member
- National College of Distinguished Neutrals, 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)
- Harper Grey Personal Injury Group, Chair (2018—current)
- Harper Grey Workplace Investigations Group, Co-Chair (2020—current)
- Harper Grey Culture Club, Member (2018—current)
- Harper Grey Enhanced Mentorship Committee, Member (2018—current)
- Harper Grey Innovation Committee, Member (2018—current)

# CBA Contributions

Rose has established herself as a 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 CBA BC Women Lawyers Forum as well as a committee member for the CBA BC Advisory to Judicial Council Committee and CBA BC Legislation & Law Reform Committee.

## CBA SUPPORT

- CBA BC ADR – Vancouver Section, Secretary (2022—current)
- CBA BC Advisory to Judicial Council Committee, Committee Member (2010—2020)
- CBA BC Legislation & Law Reform Committee, Past Committee Member (2010—2020)
- CBA BC Retreat Planning Committee, Member (2017—current)
- CBA BC Women Lawyers Forum (WLF), Past Chair and Past Vice Chair (2018—2022)
- CBA BC Women Lawyers Forum (WLF), Past Executive Member (2014—2018)
- CBA BC Working Group – Broken Lives, Broken Dreams Report, Member (2021—current)
- CBA Government Relations Committee, Past Committee Member (2010—2020)
- CBA National Judicial Issues Subcommittee, Member (2021—current)
- CBA Auto Insurance Committee, Past Chair (2016—2018)
- CBA Auto Insurance Committee, Past 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 30 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 daughters 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.

## BOARD POSITIONS

- Athletics 4 Kids, Past Board Member (2001–2005)
- Cycling BC, Past Chair (2016–2018)
- BC Chapter of the Canadian Academy of Distinguished Neutrals, Member (2022–current)
- Hollyburn Country Club, Past Executive Board Member (2018–2021)
- 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, Past Board Member (2003–2018)
- Trial Lawyers Association of BC, Past President (2007)

# 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](#).

## VOLUNTEER ROLES & ACTIVITIES

- Civil Resolutions Tribunal, Past Part Time Member (2016–2018)
- CIVJI, Editorial Board Member (2013–current)
- Elizabeth Fry Social Issues Committee, Member (2020–2021)
- Life In Law, Volunteer Advisor (2020–current)
- Life in Law – LiL Advisor Committee, Co-Chair (2022–current)
- Trial Lawyers Association of BC Women's Retreat Planning Committee Member (2005–current)
- We for She Forum, Attendee (2018)
- West Coast Leaf Equality Breakfast, Attendee (2019) (2024)
- Women in Law Conference, Attendee (2019)

# Legal profession focus & education

For over 30 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:

- Author, Damage Assessment in Sexual Assault Cases article for Lexpert (2022)
- Author, Employment Update Column for The Verdict (2019—current)
- Author, Getting Employment Off to a Good Start in Canada article for the Society for Human Resource Management (2021)
- Author, Legal Definition of Sexual Assault in Canada, Lexpert Article (2023)
- Author, Mediation Moment Column for The Verdict (2019—current)
- Author, Provincial/Federal COVID-19 Benefit Chart
- Author, The Impact of #MeToo Movement on Labour and Employment article for Bartalk (2021)
- Contributor, Harper Grey Workplace Law Strategies Blog (2019—current)
- Contributor, Life in Law Blog (2020—current)

## Speaker before:

- BCCA AGM and Conference
- CBA BC
- CKNW Sunday Night Health Show, 2020
- CLE BC
- Employment Law Masterclass, Key Media
- First Annual Civil Litigation Dinner
- Mediate BC
- The Advocates Society Education Program
- TLA BC
- TLA BC Series
- VanIAC
- WBCICAC Mediation and UMP Panels
- Womxn 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
- Medicine Bootcamp for Lawyers
- Navigating Interprovincial Personal Injury Disputes
- On the Path to Equity
- 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

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