

**Emma Phillips** is a partner at Goldblatt Partners where she practices labour and human rights law. In addition to her litigation practice, Emma has extensive experience in assessing the systemic roots of harassment in some of Canada's most important organizations. In 2014-15, Emma acted as counsel to Justice Marie Deschamps in an External Review on Sexual Misconduct and Sexual Harassment in the Canadian Armed Forces, and to an independent enquiry, commissioned by the UN, on sexual violence by peacekeepers in the Central African Republic. In 2016-17, she acted as counsel on a public investigation into harassment in the RCMP, co-authoring the "Report Into Workplace Harassment in the RCMP". Recently, Emma served as counsel to #AfterMeToo, an investigation into harassment in the television and film industry.

Emma regularly conducts harassment and discrimination-prevention training, as well as training on implicit bias in the workplace, to lawyers, adjudicators, and a wide variety of workplaces.

Emma was called to the bar in 2006 after clerking for Justice Deschamps at the Supreme Court of Canada. She received her law degree from the University of Toronto in 2005, where she also completed a Master's degree in Criminology. She has a Bachelor of Arts degree in Anthropology from Harvard University. Emma currently serves as co-chair of The Advocate Society's Labour and Employment Practice Group, and on the executive of the International Labour Rights Committee of the Canadian Association of Labour Lawyers.