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EMILY ELDER

Employment, Labour & Contracts Lawyer



Emily Elder is a workplace lawyer and investigator with a distinctive career path grounded in advocacy, equity, and human connection. She brings more than a decade of legal experience in employment, labour, human rights, and workplace investigations, along with a unique perspective shaped by her work in frontline social services and community-based advocacy.

Before entering the legal profession, Emily worked as a spoken word artist and spent several years supporting youth and marginalized communities. She facilitated programs using hip hop and creative expression for racialized youth, including individuals in custodial settings, and worked as a youth worker on Vancouver's Downtown Eastside. She also served as a crisis worker in both domestic violence shelters and sexual assault support centres.

Emily transitioned into law following graduate studies at the University of Cape Town, where she earned a Master of Philosophy in Diversity Studies. Her academic work continues to inform her practice, particularly her focus on equity, inclusion, and the lived realities of workplace conflict.

She holds both BCL and LLB degrees from McGill University and is a bilingual (French and English) lawyer called to the Ontario Bar 2016. Emily began her legal career clerking at the Federal Court of Appeal before articling and then practicing at Cavalluzzo LLP and later at Ursel Phillips Fellows Hopkinson LLP, where she spent eight years litigating labour and human rights matters and building experience in pay equity, employment law, and administrative tribunals.

More recently, Emily served as a Knowledge Management and Professional Development Lawyer at Filion Wakely Thorup Angeletti LLP, where she led training initiatives, contributed to AI policy development, and supported client-facing lawyers to stay on top of workplace legal issues across Canada. She comes to SpringLaw from Mortimer Khoraych Workplace Investigations and Restoration, where she worked as a workplace investigator, conducting trauma-informed investigations into complex employment, human rights, and occupational health and safety matters.

Emily is known for her thoughtful, trauma-informed approach to workplace issues and her ability to balance legal rigor with empathy. As a single mother of two, she brings both resilience and practicality to her work and values building workplaces where people can do their best work while feeling respected and supported.

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