

Did You Know?

Knowing Your Legal Team

B.C. Principals and Vice-Principals may know the

BCPVPA Member Support Services team:

Directors Ellen Roberts, Magdalena Kassis and Don Boyd; Administrative Assistant Emily Rogness; and Director of Mental Health and Well-Being Rochelle Morandini. However, they may not be familiar with the team who supports *them* in their day-to-day support of members.

The BCPVPA is fortunate to have a dedicated group of lawyers from **DLA Piper** who work collaboratively with our Directors to ensure that they have the most current legal advice, and can help members to navigate a variety of challenging situations.

We are delighted to introduce the DLA Piper legal team, who we consider to be part of *our* team.



Kate Bake-Paterson

Kate leads DLA Piper Canada's practice in the areas of charity and non-profit law.



Kate was born and raised in Vancouver, but wanted to experience life on the other side of Canada so went to Dalhousie Law School. Upon returning to Vancouver, she started working at DLA Piper (Canada) (then Davis & Company) and has been a lawyer at the firm since 2004.

Kate regularly advises charities and non-profit organizations on a variety of regulatory, governance, corporate and charitable gifting matters as well as other issues arising in their day-to-day operations. She spends a lot of time assisting BC societies with their bylaws and has become very familiar with the B.C. Societies Act since its introduction in 2016. Kate actually began her law practice as a corporate/commercial transactional lawyer but soon saw the light and her practice has since evolved to focus exclusively on the charity/non-profit sector.

Kate is involved with various professional organizations in this sector and co-founded the Charities and Non-Profit Law Section of the Canadian Bar Association, BC Branch. She is a frequent speaker on topics of interest to charities and non-profit organizations.

Kate assists the BCPVPA with corporate matters arising under the Societies Act, including the BCPVPA's transition to the Societies Act and the ongoing review and revision of its bylaws, as well as various other governance matters.

When she's not working, Kate is kept busy by her two kids, her two cats and her husband (who happens to be a DLA lawyer as well). She spends much of her time outside and is happiest in the mountains — skiing during the winter and doing her best to keep up with her kids on a mountain bike during the summer — or curled up with a good book.

Dana Hooker

Dana works with DLA Piper Canada's Employment Group advising and representing clients, including the BCPVPA, with respect to all aspects of the workplace.

Dana regularly advises clients regarding the preparation of employment agreements, workplace policies, occupational health and safety and workers compensation, human rights, employee privacy and access to information requests, performance management and investigations, layoffs and terminations.

Dana is an advocate of diversity and inclusion in the legal profession and beyond, and plays an important role in supporting DLA Piper Canada's diversity and inclusion initiatives.

Before settling on the legal profession, Dana dabbled in sciences working as a lab technician in the biotechnology sector. However, Dana soon recognized that the law was her true calling after she set a fume hood on fire.

When Dana can tear herself away from reading the latest judicial pronouncements, she spends time with her husband and two young daughters, and tries not to resent her teacher-husband during his summers off.

Dana is happiest with a yoga mat, pair of gardening shears, or small hand in hers. After living in Japan for three years Dana is proficient at speaking just enough Japanese to be able to tell secrets to

her husband when her kids are within earshot. Unfortunately, Dana's French is not good enough to understand her children when they do the same.



Tamara Hunter

A former Supreme Court of Canada law clerk, Tammy leads DLA Piper Canada's Privacy, Data Protection and Security practice.



She has many years of experience advising and representing clients, including the BCPVPA, on privacy, data protection and security and on access to information matters.

Tammy has extensive experience advising on privacy compliance issues, anti-spam law compliance, information security breaches, privacy impact assessments and has conducted numerous proactive privacy reviews and audits, and has developed and provided information security breach plans, breach reports to privacy regulators, as well as privacy training.

Tammy has represented numerous organizations before Canadian privacy regulators, including the Office of the Information and Privacy Commissioner for British Columbia, the Office of the Information and Privacy Commissioner for Alberta and the federal Office of the Information Commissioner. Tamara has represented organizations in litigation related to privacy and data protection issues before the Supreme Court of British Columbia, the British Columbia Court of Appeal and the Federal Court of Canada.

Tammy is President of Fraserside Community Services Society — a multi-service agency that supports people needing housing, seeking work, and/or living with developmental disabilities, mental health or substance use issues. Tammy is also a member of P.E.O., a society which raises money for women's educational scholarships, loans and grants, and is a former Chair of the BC Law Foundation.

When she is not practising law, Tammy enjoys yoga, gardening, reading fiction, amateur fiction writing, working on her rural property in Hope, B.C. and watching classic movies.

Allen Soltan

Allen is a Senior Partner of DLA Piper Canada, formerly Davis & Company, and lead counsel to the BCPVPA.



Between 2012 and 2015, Allen served as the Head of the Firm's Vancouver Litigation and Dispute Resolution Department. Since 2015, he has served as the Co-Chair of the National Employment Group represented at the Firm's five offices across Canada.

After earning degrees in Honours Business and Law from UBC, Allen earned an LL.M. degree from Columbia Law School, and has since then undertaken extensive training in negotiation and mediation at Harvard Law School. Allen is called to the Bars of British Columbia and the Yukon, has spent his entire career with DLA Piper Canada, and is now in his fourth decade of practice.

Allen has been repeatedly recognized as leading counsel by "Best Lawyers in Canada" in the fields of Administrative and Public Law (2015 - 2021) and Alternative Dispute Resolution (2017 & 2021), and by "Chambers Canada" (2018 - 2021) and "Legal 500 Canada" (2016 - 2021) in the field of Employment and Labour Law.

Allen has regularly appeared as counsel in employment, education, administrative, and labour relations disputes, human rights cases, and on judicial review of administrative decisions. He has appeared as counsel before the Court of Appeal on appeals involving judicial review, employment law, commercial arbitration, and labour arbitration.

Allen has also lectured and spoken widely on various workplace law topics, including at the UBC Sauder School of Business and meetings of various professional regulatory bodies and professional associations, as well as at the UBC National Centre for Business Law. He has presented papers at Continuing Legal Education Society of BC seminars

on human rights litigation, employment law issues, and the effect of criminal prosecutions on the employment relationship. In conjunction with Prof. Joe Weiler of UBC Law School, Allen prepared a comprehensive Canada-US comparative analysis of workplace wellness programs for the BC Law Foundation.

Between 2004 and 2016, Allen was a Director of the Governor General's Canadian Leadership Conference, and between 2010 and 2018, he served with other senior business leaders on the Advisory Board of the UBC Sauder School of Business.

Allen is a former Director of the Vancouver Bar Association, and sits on the Editorial Board of the *Education Law Reporter*.

Allen holds a black belt in Tai Kwon Do, loves watching international rugby, and enjoys playing squash, golf and tennis. He coached children's hockey for 10 years, and also dabbled in coaching children's soccer and baseball. He hung up his skates from beer league hockey about three years ago because of all the aches and pains involved.

Allen is married with two grown sons. These three members of his family have always been the most important people in his life.

Allen has been involved with the BCPVPA's legal work right from the beginning, since January, 1987 (the BCPVPA was incorporated as a society on July 14, 1987). Allen trained under and was mentored by Frank Borowicz, QC, a preeminent counsel and former distinguished litigation partner of DLA Piper Canada.

Allen has enjoyed travelling the province giving advice and representation to the BCPVPA. Allen is extremely proud of his long-standing relationship with the BCPVPA and also proud of the exceptional legal team that regularly assists the BCPVPA and its members.

All of us remain at the ready to assist the BCPVPA and its members in any way we can, 24/7.