

Luna Xiaolu Li

J.D., MIRHR, B.Econ. | xiaoluli@osgoode.yorku.ca

Education

Osgoode Hall Law School, York University

Sept. 2023 – Present

Doctor of Philosophy (Ph.D.) | Law

- Harry W. Arthurs Fellowship
- The Honourable Willard Z. Estey Teaching Fellowship in Law
- Small Grant from the Robarts Centre for Canadian Studies
- York University Graduate Fellowship
- Research Project: *Protecting Creative Workers' Data Ownership in the Artificial Intelligence Era* (Supervisor: Professor Sara Slinn)

Osgoode Hall Law School, York University

Sept. 2019 – June 2022

Juris Doctor (J.D.) | Labour and Employment Law Program (LELP)

- Dean's Gold Key Award (2022)
- Allen Ponak Best Student Paper Award, Canadian Industrial Relations Association (2022)
- Law of Work Award (2022)
- Best Factum Team Award in the National Tort Law Moot (2021-2022)
- Highest Standing (A+) in the Capstone Research Course of LELP (Supervisor: Professor Sara Slinn)
- Bootcamp at Bucerius Law School | Technology Law, Data and Privacy (2020)
- Summer Program at Bader International Study Centre (Queen's Law) | International Law (2020)

University of Toronto

Sept. 2015 – June 2017

Master of Industrial Relations and Human Resources (MIRHR)

- Top Performer in Fillion Wakely Thorup Angeletti LLP Mock Arbitration (2015)
- Research Project: *The Impact of a Minimum Wage Increase on Unemployment: A Case Study of Ontario, 2007-2010* (Supervisor: Professor Frank Reid)

Wuhan University

Sept. 2011 – June 2015

Bachelor of Economics (B.Econ.) | Specialization in International Economics and Trade, Minor in Psychology

- Continuous scholarships for academic excellence (2011-2015)
- Scholarship for exchange at University of California at Berkeley (2013)
- Semi-finalist in the Mock WTO Negotiation Competition (2013)
- Exchange at Hong Kong University (2012)

Research Contributions

Forthcoming contributions

Luna Xiaolu Li, "Protecting Creative Workers' Data Ownership in the Artificial Intelligence Era" (Presentation to be delivered at the 25th Annual Interdisciplinary Graduate Student Conference, *The Rise of Radicalism*, University of British Columbia, 2-3 May 2024) [accepted].

_____, "Empowering Canadian Workers with Data Ownership in the Artificial Intelligence Era" (Presentation to be delivered at the 2024 Labor and Employment Relations Association Conference, U.S., June 2024) [accepted].

_____, "Regulating Algorithmic Discrimination with Affirmative Action" (Presentation to be delivered at the 11th Annual Conference of the Berkeley Center on Comparative Equality and Anti-Discrimination Law, July 2024) [accepted].

_____, "Empowering Canadian Workers with Data Ownership in the Artificial Intelligence Era" (Presentation to be delivered at the 2024 Osgoode Graduate Law Conference, 30 April – 1 May 2024) [accepted].

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Non-refereed contributions

Luna Xiaolu Li, “The Possibilities of Building Technical Measures on Workplace Automated Decision-Making Systems: Taking ‘Affirmative Action’ towards Algorithmic Discrimination” (Presentation delivered at the ADAPT International Conference, Italy, 25 November 2022).

_____, “Professional E-Sports Workers’ Unionization in the Gig Economy: The Need for a Sectoral Bargaining Approach” (Presentation delivered at the 2022 Graduate Student Symposium: Critical Conversations in Work and Labour, Global Labour Research Centre, 12 October 2022).

_____, “Recent Privacy Regulations Concerning Automated Decision-Making Systems” (2022) June IPilogue.

_____, “The Impact of a Minimum Wage Increase on Unemployment: A Case Study of Ontario, 2007-2010” in Frank Reid, *Labour Market Policy, Coursepack* (Toronto: Centre for Industrial Relations and Human Resources, University of Toronto, 2018).

_____, “Workers’ Rights 101 for International Students/Les Droits des Travailleurs 101 pour Les Étudiants Internationaux” (Presentation delivered at Sexual Harassment and Assault Resource Exchange (SHARE) Community Outreach Series, Department of Justice Canada, Ontario Human Rights Legal Support Centre, and the Chinese and Southeast Asian Legal Clinic, 12 November 2020).

Academic Work Experience

York University

Teaching Assistant at the Department of Psychology, Faculty of Health Jan. 2024 – Present

- Providing office hours and evaluations for undergraduate students in the course *Academic Writing*

Research Assistant to Professor Sara Slinn, Osgoode Hall Law School Sept. 2021 – Present

- Conducted literature review and editorial work regarding privacy law in the workplace
- Supported Professor Slinn and Professor Bob Thompson with teaching preparation for their LL.M. course
- Conducted literature review concerning regulating technology applications in the workplace, such as blockchain-based applications and Decentralized Autonomous Organizations (“DAOs”)
- Conducted literature review regarding sectoral bargaining methods in the platform economy in international jurisdictions such as New Zealand, Australia, and the United Kingdom
- Conducted quantitative and qualitative analysis of existing literature, including empirical studies, to draft clear and concise summaries in contribution to Professor Slinn’s research projects
- Supported with administrative work in a funding application to the Social Sciences and Humanities Research Council (SSHRC)

Research Assistant to Professor Valerio De Stefano May – Aug. 2022

- Created PowerPoint slides as course materials for the Juris Doctor course, *Collective Bargaining Law*

University of Toronto

Research Assistant to Professor Morley Gunderson Sept. 2015 – May 2017

- Conducted quantitative and qualitative analysis through literature review regarding labour economics, industrial relations and workers’ compensation in contribution to Professor Gunderson’s research projects

Teaching & Research Assistant at Rotman School of Management Jan. – Dec. 2016

- Supported with grading and administrative work in courses such as *Managing People in the Context of Globalization, Sales and Distribution Strategy, and Case Analysis & Presentation*
- Conducted data analysis work for research projects at the Clarkson Centre for Business Ethics

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Other Work Experience

LI Workplace Law | Toronto, ON

June 2023 – Present

Lawyer

- Practiced employment, labour and human rights law as a sole practitioner
- Performed *Pro Bono* work and public legal education to promote social justice

Whitten & Lublin Employment Lawyers | Toronto, ON

May 2021 – May 2023

Articling Student (previously Summer Student)

- Independently completed intensive legal research assignments for 14 lawyers with extraordinary time management ability, helping lawyers advocate for clients (workers and employers)
- Under supervision, drafted pleadings and motion materials and attended hearings and mediations, resulting in a settlement in every mediation or court decision in favour of our clients
- Demonstrated aptitude in critical and creative analysis of cases, leading to win-win solutions for parties
- Conducted solicitor's work regarding contract review, pay equity compliance and workplace policy amendments, minimizing litigation risks and leading to clients' satisfaction

Ontario Human Rights Legal Support Centre | Toronto, ON

Aug. – Dec. 2020

Law Student

- Drafted research memorandums and Minutes of Settlement under the supervision of a lawyer mentor
- Co-led a mediation session with a lawyer mentor and supported lawyers in mediations and hearings at the Human Rights Tribunal of Ontario
- Worked for the “Sexual Harassment and Assault Resource Exchange” (SHARE) project, funded by the Department of Justice Canada, to lead public legal education events

Bell Canada Enterprises | Mississauga & Toronto, ON

June 2017 – June 2018

Human Resources Consultant

- Coordinated mergers and acquisitions projects with different teams in a timely fashion, including compensation adjustments, information system transference, and workplace dispute resolutions
- Cooperated with Finance group in restructuring projects, ensuring the accuracy of severance agreements, the fulfillment of termination procedures, and compliance with legal statutes and collective agreements
- Utilized business intelligence tools to analyze human resources metrics of 7,000+ employees, then visualized data by PowerPoint and presented business cases to my team, with strong attention to details
- Initiated and managed a project to create new short-term and long-term disability data dashboards, resulting in increased efficiency of absenteeism and disability management by 100%

Volunteer Experience & Community Involvements

Graduate Law Student Association

Sept. 2023 – Present

Juris Doctor Admission Committee Graduate Representative

- Worked in a team with Professor Amar Bhatia, Associate Dean (Student), to evaluate over 100 application files to sort the best talents for Osgoode
- Attended committee meetings to discuss improvement on equity and inclusion and promote access to justice

IP Osgoode Innovation Clinic

Sept. 2021 – May 2022; Sept. 2023 – Present

Clinic Fellow

- Acted as a discussant and moderated the panel discussion, “The Reasonable Robot: Artificial Intelligence and the Law” featuring Professor Ryan Abbott and Professor Carys Craig
- Conducted client intake, prior art search and public legal education regarding intellectual property rights

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Osgoode Career Development Office

Sept. 2021 – May 2022

Peer Counselor

- Provided peer counselling to law students to support their study, life and mental health
- Helped five students succeed in campus recruits through consultations and application material reviews

Osgoode Labour & Employment Law Society

Sept. 2020 – May 2022

Executive Member, Digital Media Officer (re-elected)

- Drafted and posted case law and news updates regularly
- Worked in a team to promote events, such as career panels, and the Hicks Morley Moot Competition

Osgoode Admission Office

Sept. 2020 – Sept. 2021

Student Ambassador

- Responded to prospective students' inquiries and connected them to faculties and the Osgoode community

Osgoode Asian Law Students Association

Sept. 2020 – Sept. 2021

Student Mentor

- Provided career, life and academic coaching and helped my mentees succeed in the campus recruits

Federation of Asian Canadian Lawyers

Sept. – Oct. 2020

Volunteer, Moderator

- Worked with a team to organize the ESL/Foreign-Qualified Lawyers Committee Virtual Hangout

Community & Legal Aid Services Program

Jan. – Apr. 2020

Caseworker

- Under supervision, conducted legal research and drafting to support individuals with landlord-tenant disputes, human rights complaints and Ontario Disability Support Program appeals

“English Coffee” Charity Program

Oct. 2015 – Sept. 2019

Program Coordinator

- Helped 1000+ newcomers to Canada settle in local communities through cultural and language workshops, charity events, and social activities