

PRACTICE AREAS

Privacy & Access to Information

Workplace Law

YEAR OF CALL

British Columbia, 2015

State Bar of California, 2020

Alberta, 2026

EDUCATION

JD, University of British Columbia, 2014

MA, University of the Fraser Valley, 2012

BA, Kwantlen Polytechnic University, 2010



MICHELA V. FIORIDO*

PARTNER

Phone: 778 328 2503

Email: mflorido@harrisco.com

Michela's practice focuses on access to information, data security and privacy law. She regularly assists clients with navigating freedom of information (FOI) requests; delivers a wide range of privacy training and workshops; and provides strategic advice on technological initiatives (including artificial intelligence, biometrics and dash cameras), as well as on the collection, use and disclosure of personal information. She represents public and private sector clients in complaints, reviews, inquiries and other matters before provincial and federal privacy commissioners.

She has extensive experience advising on access and correction requests under PIPA and offers practical, tailored solutions to organizations of all sizes. Her work includes providing one-on-one training to enable clients to manage routine requests independently; advising on representative record sets to help clients build confidence in processing specific files; and overseeing the end-to-end management of complex or high-volume matters, including those involving challenging applicants.

Called to the bar in BC, Alberta and California, Michela brings a unique cross-border perspective to issues such as data transfers, service provider due diligence and the drafting and negotiation of data processing agreements.

Michela is recognized as a Fellow of Information Privacy, a Master Access and Privacy Professional, a Certified Information Privacy Professional (Canada) and a Certified Information Privacy Manager.

She joined Harris as an articulated student in 2014 and became a partner in January 2023. She serves as the Chair of the firm's Student Committee.

In addition, Michela is an adjunct professor at the University of British Columbia's Peter A. Allard School of Law where she teaches access to information and privacy.

RECOGNITION

- Master Access and Privacy Professional (MAPP) from the Privacy & Access Council of Canada
- Lawyers to Watch, Data Privacy & Cybersecurity, *Canadian Legal Expert Directory*, 2024 and 2026
- Recommended, Workplace Human Rights (Employer), *Canadian Legal Expert Directory*, 2025
- Lexpert 2024 "Lawyers to Watch" in Data Protection & Privacy
- Fellow of Information Privacy
- Certified Information Privacy Professional (Canada)
- Certified Information Privacy Manager
- ISC2 Certified in Cybersecurity (CC)

RECENT SPEAKING ENGAGEMENTS

- "AI: Navigating Risk, Opportunity and Reality in Legal Practice", Law and Technology Series, March 2026
- "Face is Just a Number: How Biometrics Are Changing the Workplace", Legally Tech Symposium (Vancouver), February 2026
- "Difficult Applicants, Difficult Requests", CBABC Privacy Law Conference, January 2026
- "Fireside Chat with the Commissioner", CBABC Privacy Law Conference, January 2026
- "The Algorithmic Judge: When AI Evaluates Employee Performance", DisruptHR YVR 11.0, November 2025
- "AI Helped Me Write this Title and That's Ok: Maximizing the Benefits of AI in the Workplace while Managing the Risks", LGMA Conference, June 2025

- “Big Employer is Watching You”, CBABC Privacy Law Conference, January 2025
- “AI, Robot: The Rise of AI and its Legal Implications for the Workplace”, CPHR Year-End Legal Symposium, December 2024
- “Navigating Sensitive Data Collection in the Workplace: Application to DEI Initiatives, Recruitment & Accommodations”, Association of Corporate Counsel (British Columbia Chapter), October 2024
- “ChatGPT Wrote This Title: Workplace Wizardry – Mastering the Art of AI Management”, CPHR HR Conference & Expo 2024, April 2024
- “Equity, Diversity & Inclusion and the Anti-Racism Data Act”, CBABC Privacy Law Conference, January 2024
- “Addressing the Unknown: Arbitrators Respond to the Use of Artificial Intelligence”, Lancaster House Labour Arbitration and Policy Conference, November 2023
- “Wired Work: Maintaining Confidentiality, Privacy, and Security in the Remote Workplace”, Lancaster House Winter Webinar Series, March 2023
- “LGBTQIA lawyers”, Womxn in Law Series, Global Lawyers of Canada, February 2021

RECENT PUBLICATIONS

- “Navigating AI in the Workplace: Policy-Drafting for the Inevitable”, PeopleTalk Online, January 2024

CURRENT PROFESSIONAL & COMMUNITY INVOLVEMENT

- Adjunct Professor, University of British Columbia’s Peter A. Allard School of Law
- Chair, Freedom of Information & Privacy Law Section, Canadian Bar Association, British Columbia Branch
- Executive Member at Large, Privacy and Access Law Section (National), Canadian Bar Association
- Member, Sexual and Gender Diversity Alliance (SAGDA) Section (BC), Canadian Bar Association
- Member, LGBTQ+ Lawyers Association of Los Angeles

- Privacy Publications Committee, California Lawyers Association
- Member, International Association of Privacy Professionals (IAPP)
- Member, International Information System Security Certification Consortium, Inc. (ISC2)
- Board Member, The Canadian Association of LGBTQ2S+ Lawyers
- Member, Chartered Professionals in Human Resources of British Columbia & Yukon (CPHR)
- Member, American Bar Association
- Committee Member, The Hoop-Law Society

*Law Corporation