



AMERICAN  
IMMIGRATION  
LAWYERS  
ASSOCIATION

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## GLOBAL MIGRATION SECTION

### **2025 AILA/GMS Annual Global Migration Forum** *Global Pathways: Transforming Immigration and Global Mobility in the Mile-High City*

The dynamics of global immigration are heavily influenced by the interplay between conflict, political changes, and public opinion. The last year has been no exception, with national elections resulting in changes in government throughout North and South America, Europe, Africa, and Asia. Many of these changes already have had a profound impact on immigration laws throughout the world. This, combined with the ongoing advancement and encroachment of technology and AI into the practice of immigration law, creates a very challenging atmosphere for practitioners. To meet the need for guidance during these tumultuous times, the AILA Global Migration Section (GMS) invites you to attend its annual Global Immigration Forum, which this year will be held in the shadow of the majestic Rocky Mountains in spectacular Denver, CO. The AILA GMS will bring together world-renowned immigration lawyers and subject matter experts to examine the state of global migration after this year of significant political upheaval and conflict. These expert panelists will deliver an up to date, comprehensive “bird’s eye view” of the state of immigration law stretching across the proverbial four corners of the earth! Don’t miss this unique opportunity to gather with friends and colleagues to discuss the world as we have never seen it before!

**June 22–23, 2025**  
**The Westin Denver Downtown**  
**Denver, CO**

*Times listed on the program are Mountain Time (MT).*  
*Note: All sessions and events are subject to change without notice.*

#### **Saturday, June 21, 2025**

Time TBD      **GMS Meet-and-Greet Event at the 2025 AILA Annual Conference (AC25)**  
Saturday events will take place at the Gaylord Rockies Resort & Convention Center. Exact location TBD.

8:00 pm – 11:00 pm      **AILA AC25 Saturday Night Party**

(DL) = Discussion Leader

\* = invited, not confirmed

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Saturday events will take place at the Gaylord Rockies Resort & Convention Center. Exact location TBD.

## Sunday, June 22, 2025

9:00 am – 6:15 pm      **Registration and Exhibits**

10:00 am – 10:15 am      **Welcome and Remarks**

10:15 am – 11:15 am      **Well, How Was It for You? Immigration Lessons Learned from the Past Year**  
A large number of elections were held worldwide in 2024. With disinformation campaigns playing an unfortunately prominent role, these elections often were a test for even the most robust democracies. So, it's time for an honest review: Where are we in 2025? Panelists will closely examine the events of the past year, assess the overarching changes that have occurred, and address the impact these changes have exacted on the current climate. What can attorneys do to better fill their role?

- Were election promises on immigration converted into policies?
- In which countries did change of power bring change of immigration policies?
- Did the media's view of immigration play a large role?
- What were the most significant changes in global mobility?
- What were the top lessons learned?

11:15 am – 11:25 am      **Networking Break**

### Track I

11:25 am – 12:25 pm      **Potluck: Seeing through the Fog of Drug- and Alcohol-Related Immigration Issues**  
Inebriants are becoming increasingly legalized throughout the world. However, not all countries are on the same page. In addition, as legalization increases, so do criminal and immigration penalties. What to do when a client needs to travel in these circumstances? How can we best advise and strategize? There are many factors that must be considered. For example, if a jurisdiction has legalized marijuana, does that mean a traveler can carry a small amount when visiting? Panelists will examine these questions and discuss the following:

- How do international trade agreements impact immigration policies and vice versa?
- Current country-specific rules regarding drug legalization
- Immigration implications of having a DUI/DWI
- Immigration implications when entering a country when possessing drugs
- Best strategies when advising clients regarding this area

12:25 pm – 1:25 pm      **Lunch Break**

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1:25 pm – 2:25 pm

### **Can I Do This? What Does It Take to Represent a Multinational Corporation?**

Corporations continue to become more globalized. As they expand to other jurisdictions, they sometimes look for providers that can service their immigration needs in more than one country. Or do they? We have gathered both in-house counsel and lawyers who represent corporations to share their expertise and advice as to how best to service a growing company. The discussion will include:

- The role of technology in choosing a representative
- Does a company value “convenience” over reputation?
- What is the process of locating counsel?
- How important is being “the lowest bidder”?
- What are the key factors that are considered?
- What are the chances for local independent firms to compete with global providers

2:25 pm – 2:35 pm

### **Networking Break**

2:35 pm – 3:35 pm

### **“Let Me Entertain You”: Options for Creative Professionals Traveling into Your Jurisdiction**

Entertainers and sports professionals normally must travel frequently. Obviously, countries maintain differing rules and regulations regarding short– and long-term stays for these types of applicants. It can be quite challenging to coordinate the requirements that must be followed from country to country. Panelists will discuss these and other issues, including:

- Specific rules for entertainers entering a jurisdiction
- Specific rules for athletes entering a jurisdiction
- Common mistakes that are made in applications
- Issues that should always be considered
- Are there different rules depending on citizenship?

3:35 pm – 3:50 pm

### **Networking Break**

3:50 pm – 4:50 pm

### **Keeping People Happy: Sustainable Talent Mobility in a Competitive World**

The rise of remote work has led to a surge in countries offering digital nomad visas, flexible working arrangements, and a proliferation of employer of record (EOR) solutions. This new world allows professionals to work from almost anywhere. As a result, regulatory, tax, and legal challenges associated with this recent wave of global mobility are expected to be a central focus in keeping employees engaged.

- Comparing visa programs across different regions
- Cross-border tax implications, legal frameworks supporting remote work arrangements
- Balancing the benefits and challenges of virtual teams and remote employees
- How remote work is transforming labor mobility by allowing companies to access global talent pools without physical relocation
- EOR arrangements

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- Does a nomad visa address issues different than immigration?
- Are the alternative forms of employment an answer to global labor shortages?

4:50 pm – 5:00 pm      **Networking Break**

**Track II**

11:25 am – 12:25 pm      **European Mobility and the Struggle for Talent**

As Europe struggles with an ongoing skills shortage, navigating the rules on migrant labor has become increasingly complex. Panelists will delve into the legal frameworks governing, and distinct challenges facing, both white-collar and blue-collar migrant talent across the continent. They will explore in depth:

- Recent reforms to the EU’s Blue Card program
- How different countries are vying to win the war for talent
- Ways that employers can mitigate the risk of rising xenophobia impacting foreign talent attraction and retention
- Differing rules depending on the jurisdiction

12:25 pm – 1:25 pm      **Lunch Break**

1:25 pm – 2:25 pm      **Coming Together and Coming Apart: Immigration Considerations of M&A Transactions**

Mergers and acquisitions play an important role in a company’s growth. The human factor remains a crucial element of the M&A landscape. Depending on the type of transaction, both seller and buyer might face different obligations regarding transferred employees. Panelists will explore immigration considerations behind this type of transaction and challenges regarding the transfer of foreign nationals between companies. They also will discuss:

- Employers’ obligations depending on type of transaction
- Actions to be taken by employees
- Consequences of noncompliance
- Strategies and considerations for managing restructuring and layoffs
- Impact of layoffs on work permit holders

2:25 pm – 2:35 pm      **Networking Break**

2:35 pm – 3:35 pm      **Corporate Immigration and Refugee Resettlement**

Ongoing conflicts, political instability, and economic hardship are driving mass migration in regions like the Middle East, Eastern Europe, South America, as well as parts of Africa. The response of countries to refugee resettlement and integration, together with the evolving role of international organizations, will remain key topics. In addition, there is a growing intersectionality between refugee law and business immigration. Panelists will explore:

- Programs host countries are implementing to help refugees become economically self-sufficient, including vocational training and access to credit

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- How host countries are preparing for prolonged refugee situations and planning for regional stability
- The domestic political impacts of refugee influxes in host countries, including public opinion, policy changes, and electoral consequences
- How corporations are dealing with employees that are working based on a humanitarian permit

3:35 pm – 3:50 pm

**Networking Break**

3:50 pm – 4:50 pm

**DEI Dilemma: Challenges That Arise in Global Immigration**

Diversity, Equity, and Inclusion (DEI) is a much-discussed topic. Companies are under increasing pressure to maintain or develop policies regarding new hires and those that they wish to transfer from other jurisdictions. Further, the meaning of “diversity” is not uniform in every country. Recently, we also have witnessed companies that previously adopted a DEI policy either reverse or change that policy substantially. Panelists will discuss:

- Immigration implications of DEI issues
- Strategies when advising clients regarding the transfer of employees
- Do companies consider diversity when making immigration decisions?
- Have the panelists noticed a significant change in the last few years?
- Different countries’ DEI requirements and expectations
- How to manage global DEI policies if employees from the local labor market usually have a priority in taking-up a job role

4:50 pm – 5:00 pm

**Networking Break**

**Unified Track**

5:00 pm – 6:00 pm

**How High Can AI Take Us? The Next Mile in AI Options for Global Immigration Practitioners**

Panelists will discuss the latest trends and tools of AI and how to successfully implement them into the day-to-day practice of law. They also will discuss the pros and cons of AI that have come to light over the past year, as well as best practices when inevitably faced with problems brought on by AI. Further as AI technologies increasingly shape policy, decision-making, and administrative efficiency, the discussion will highlight the advantages and potential drawbacks experienced by different countries, including:

- Using AI for client intake, risk assessment, and other administrative tasks
- How to use AI without violating privacy or security concerns
- Which tools work best for different practitioners (solo vs. big firm, in different countries, etc.)
- Tales of caution: what has gone wrong since AI has been more widely used
- Overview of how AI is used in immigration systems across various countries: United States, Brazil, UK, the EU, and Asia
- Ethical considerations

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Evening

**2025 GMS Forum Networking Dinner**

Advance purchase of tickets is required for attendance.

**Monday, June 23, 2025**

8:00 am – 12:00 pm

**Registration and Exhibits**

8:00 am – 8:30 am

**AILA GMS 2025 Membership Meeting**

*The annual AILA GMS Membership Meeting to welcome the 2025–26 GMS Steering Committee.*

8:30 am – 8:40 am

**Networking Break**

8:40 am – 9:40 am

**Global Mobility in a Time of International Turmoil**

Panelists will discuss the current landscape of global mobility amidst the rising security concerns due to regional conflicts, the high cost of relocations, terrorism, and possible recession. Many countries have implemented restrictions on foreign labor and international students, and they are increasing security screenings. Other countries have become a source of concern for the safety of employees in those regions, and companies are pulling their personnel out. The environment of insecurity has caused multinationals to be more careful and deliberate when relocating employees. Topics will include:

- Security screening in host countries during visa issuance
- New restrictions on certain categories of foreign workers
- Security protocols implemented to protect relocating employees
- Regional conflicts and how they are affecting immigration patterns

9:40 am – 9:50 am

**Networking Break**

**Track I**

9:50 am – 10:50 am

**The Path to Citizenship in a Global Environment ... and When to Give It Up**

Every country has different rules for acquiring citizenship at birth, naturalizing as a citizen and renouncing citizenship. Panelists will highlight the pathways to becoming a citizen or giving up citizenship in several jurisdictions, and the main reasons for doing both. They will also examine the possible consequences of obtaining and renouncing. Topics will include:

- Jus soli: birthright citizenship
- Acquisition through parents and grandparents
- Pathway to naturalization
- Can you lose citizenship?
- Maintaining citizenship and other issues with dual citizenship
- Should you give it up? How (and why) to renounce citizenship

10:50 am – 11:00 am

**Networking Break**

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## **Track II**

- 9:50 am – 10:50 am     **Immigration Trends in Africa, Asia, and Latin America: Challenges and Opportunities for Corporate Mobility in Developing Economies**
- Panelists will explore the evolving immigration trends across Africa, Asia, and Latin America, shedding light on the unique challenges and opportunities for corporate mobility in these regions. As businesses expand into developing economies, they face diverse regulatory frameworks, evolving labor laws, and varying visa policies, which can either facilitate or hinder global talent movement. Panelists will provide insights into how companies can navigate complex immigration landscapes, leveraging local opportunities while addressing hurdles such as bureaucratic delays, compliance issues, and shifting governmental priorities. Participants will gain a better understanding of how to strategically manage workforce mobility in emerging markets, enhancing both corporate growth and talent acquisition. Panelists will discuss:
- Overview of immigration trends
  - Regulatory frameworks and compliance
  - Challenges in workforce mobility
  - Opportunities for growth
  - Government and policy shifts
- 10:50 am – 11:00 am     **Networking Break**

## **Unified Track**

- 11:00 am – 12:00 pm     **Tomorrow Is Another Day: What Can We Expect to See in the Coming Year?**
- We have gathered an elite group of global immigration practitioners who look at the past, live in the present, and foresee the future. Predicting specific developments in global immigration law for the next year involves a degree of uncertainty, but several trends and potential changes can be anticipated based on current patterns. Given the turbulent year that has passed, it is imperative to be prepared for what lies ahead. The discussion will include:
- Which countries are looking to expand or contract their immigration programs?
  - What strategies can be employed to prepare clients for this climate?
  - What should practitioners do to “change proof” their practices?
  - Will regional agreements become more or less important?
  - Will human rights considerations play a role?
- 12:00 pm – 12:10 pm     **Closing Remarks**
- 12:10 pm                     **Conference Concludes**

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## **Program Committee**

*David L. Garson, AILA Global Migration Section Steering Committee, Conference Program Chair, Toronto, Canada*

*Jessica Dawn Jensen, AILA Board of Governors/Business Section Steering Committee/CBP Liaison Committee, Winnipeg, Canada*

*Marco Antonio Abellán Acevedo, Santa Ana, Costa Rica*

*Poorvi Rohit Chothani, Miramar, FL*

*Shannon A. Donnelly, Oakton, VA*

*Michal Kacprzyk, Warsaw, Poland*

*Bram Van Melle, Amsterdam, The Netherlands*

*Chetal Patel, AILA Global Migration Section Steering Committee Chair, London, UK*

*Adrián Ojeda Cuevas, AILA Global Migration Section Steering Committee Vice Chair, México City, Mexico*

*William Russell Hummel, AILA Global Migration Section Steering Committee, Charlotte, NC*

*JJ Area, AILA Education Program Manager, Washington, D.C.*

*Alexis Kreun, AILA Sections Associate, Washington, D.C.*

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