TABLE OF CONTENTS

2025 AILA/GMS ANNUAL GLOBAL MIGRATION FORUM

Preface	
Well, How Was It for You? Immigration Lessons Learned from the Past Year	
by Maria Elena Abraham Garfias, Alexis S. Axelrad, David L.P. Garson, Michał Kacprzyk, and Chetal Patel	
Potluck: Seeing through the Fog of Drug- and Alcohol-Related Immigration Issues	
by Daniel J. Parisi, Jacqueline R. Bart, Kwong Wing Leon, Gea Chong Wee, Nicolas Rollason, and Bram Van Melle	. 7
Can I Do This? What It Takes to Represent a Multinational Corporation	
by Jessica Dawn Jensen, Nicola Jane Tiffen, Ellen Freeman, Gabriela Lessa, and Zara Najam.	17
"Let Me Entertain You": Key Considerations for Creative and Sporting Professionals Traveling Across Borders	
by Gary McIndoe, Helle Holm Thomsen, Ana Garicano Sole, Gabriel Celano, and Poorvi Chothani	21
Keeping People Happy: Sustainable Talent Mobility in a Competitive World	
by Pavan Dhillon, Rodrigo Tannus, Marco Abellan, and Elaine C. Young	25
European Mobility and the Struggle for Talent	
by Silvia Riberti-Young, Jonas Lindblad, Nina Perch-Nielsen, and Veronika Plešková	33
Coming Together and Coming Apart: Immigration Considerations of M&A Transactions	
by Shannon Donnelly, David Heneghan, Daniela Lima, Mahrukh Umigar, and Vivien Yu	41
Corporate Immigration and Refugee Resettlement	
by William Hummel, Carolina Tejada Vaprio, Dieter Kohlfürst, Naomi Hanrahan-Soar, and Ar Orrego-Villacorta	
DEI Dilemma: Challenges That Arise in Global Immigration	
by Susanne Mooij, Brenda Oliver, Elizabeth Long, René Ramos, and Shalini Agarwal	69
How High Can AI Take Us? The Next Mile in AI Options for Global Immigration Practitioners	
by Zain Ali, Gregory Siskind, Audrey Lustgarten, Francisca Corti	75
Global Mobility in a Time of International Turmoil	
by Amit Acco, Maria Lianides Celebi, and Ben Sheldrick	85
Immigration Security Screening in Canada	
by Sergio R. Karas and Jhanvi Katariya	93
Pursuing the Path to Citizenship in a Global Environment and When to Give It Up	
by Kim Bowen, Vishal Chander, Veronique Malka, Sara Sousa Rebolo, and Yuu Shibata	99

Immigration Trends in Africa, Asia, and Latin America: Challenges and Opportunities for Corporate Mobility in Developing Economies	
by Anita E J Ninan, Paa Kwesi Hagan, Salam Abdel Samad, Cristina Sandoval, and Beatriz T. Ballerini	07
Tomorrow Is Another Day: What Can We Expect to See in the Coming Year?	
by Alessia Ajelli, Ravi Jain, Adrian Ojeda-Cuevas, and Jackson Taylor	17