



AMERICAN
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2025 AILA FALL CONFERENCE AND WEBCAST TECHNOLOGY AND INNOVATION SUMMIT TRACK

The 2025 AILA Technology and Innovation Summit brings together immigration attorneys, legal technologists, and forward-thinking leaders to explore how innovation is reshaping the future of immigration practice. Join us in Boston on Thursday, September 11, 2025, for a full day of practical insight, candid conversations, and strategic guidance on how to make technology work for your firm and your clients. This year's program will focus on the growing role of artificial intelligence (AI) in legal practice, from intake systems and internal policy drafting to case strategy and government surveillance. We'll talk about how to assess your firm's tech needs, prepare your team for change, protect client confidentiality, and navigate the ethical gray areas around automation and AI-generated content. You'll also hear from immigration tech innovators who are pushing boundaries and creating tools that reflect where our profession is headed.

This year's summit will be one of six tracks offered at the AILA Fall Conference and Webcast. In-person registrants will pre-select a track to attend on site but will receive webcast access and the recordings for all tracks. Webcast attendees can move between tracks for live sessions and will also receive the recordings.

September 11, 2025
Revere Hotel Boston Common
Boston, MA

Times listed on the program are Eastern Time (ET)

Note: *All sessions and events are subject to change without notice.*

Thursday, September 11, 2025

7:30 am – 6:00 pm **Registration and Exhibits**

DL) = Discussion Leader

** = invited, not confirmed*

Note: All sessions and events are subject to change without notice.

8:00 am – 8:05 am **Welcome Address**

8:05 am – 9:05 am **Making Your Immigration Firm AI-Ready**

This practical session will help attorneys identify and articulate their firm's core challenges and priorities around legal technology and AI adoption. Participants will learn how to assess key operational and staffing factors, including internal processes, data sources, team capacity, and budget, to better understand what their firm truly needs. The session will also provide a structured self-assessment framework to guide smarter conversations with tech vendors and position your firm for thoughtful, strategic implementation.

- Mapping the immigration case lifecycle to identify technology touchpoints
- Analyzing structured and unstructured data to inform process improvement
- Evaluating team readiness and finding the ideal software solution
- Navigating the legal technology marketplace and managing vendor relationships effectively
- Implementing change management strategies to support adoption, training, and consistent firm-wide use

Faculty:

Charity Anastasio (DL), Practice and Ethics Counsel, AILA Practice & Professionalism Center, Washington, D.C

Hannah F. Little, AILA Innovation & Technology Committee Chair, Charlotte, NC

Jeffrey O'Brien, Berkeley, CA

9:05 am – 9:35 am **Networking Break**

9:35 am -10:35 am **Perfect First Impressions: Designing and Automating Client Intake**

A strong intake system is part technology and part data, but largely, leadership. A well- designed intake process saves time, reduces inefficiencies, and sets the stage for more productive consultations and better client relationships. It's a critical foundation that needs to be built with precision and managed intentionally. In this session, learn from experienced law firm leaders who've successfully implemented intake systems that balance automation with a personal touch. You'll walk away with insights on how to optimize intake as a business tool that supports both your practice and your people.

- Proven intake technology tools and automations that streamline workflow
- How to capture and use data to drive smarter, more efficient practice management
- Key considerations for incorporating agentic AI into the intake workflow

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- Building an intake system that reflects your firm's values and client service standards

Faculty:

Pablo S. Hurtado (DL), Fort Myers, FL

Tahreem Kalam, Chicago, IL

Arvin Saenz, Southlake, TX

10:35 am – 11:05 am **Networking Break**

11:05 am – 12:05 pm **Digital Deception: New Trends in Audio and Visual AI**

Deepfake and generative media technologies are evolving rapidly—and they're more accessible than ever. While these tools can offer creative and even business-building opportunities for lawyers, they also pose serious risks. From manipulated evidence to client fraud, the implications of these risks for legal practice are profound. Learn where this powerful and potentially dangerous technology is in the grand scheme of things, and how deepfakes matter to your clients and cases.

- Techniques for verifying the authenticity of client-provided media
- The good, the bad, and the risky: When are audio/visual AI tools helpful, harmful, or both?
- White hat vs. black hat uses of deepfake technology
- How deepfakes may impact client evidence, credibility, or fraud risks
- Staying aware of cybersecurity implications as AI tools evolve
- Innovative (and ethical) uses in law firm marketing: avatars, voice clones, and beyond

Faculty:

Magaly Rojas Cheng (DL), AILA DOL Liaison Committee, Boston, MA

Jared Correia, Boston, MA

12:05 pm – 1:05 pm **Lunch** (*Provided by AILA for in-person attendees*)

12:35 pm – 12:55 pm **Lunch Discussion** (In person only, no CLE)

What Every Immigration Lawyer Should Know About Law Office Visits and Electronic Searches

This 20-minute discussion will cover key issues immigration attorneys may face when dealing with ICE or CBP. Panelists will address what you need to know about phone and laptop searches, and how to respond when officers visit the law office seeking clients or nonclients. Panelists also will discuss how to assert attorney-client privilege and protect confidentiality effectively in these high-stakes situations.

Faculty:

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Charity Anastasio, Practice and Ethics Counsel, AILA Practice & Professionalism Center, Washington, D.C.

1:05 pm– 2:05 pm

Live Drafting of Core Practice Management Documents with AI

Our panel of experts will explore how immigration firm leaders can use AI tools to support the creation of essential internal documents. They will share how they use AI to save time, improve clarity, and lead more effectively. They'll offer guidance on writing effective prompts and making AI more accessible to staff. You'll hear practical strategies for approaching key firm policies and procedures and will leave with ideas you can start using right away.

- Creating a small firm disaster recovery plan
- Drafting a firm AI use policy
- Developing key personnel and workplace safety policies
- Training staff to use AI safely and effectively

Faculty:

Kirby Gamblin Joseph (DL), Fall Conference Committee, Law Practice Management and Technology and Innovation Tracks Chair, Aurora, CO
Elina Magaly Santana, AILA Board of Governors, Coral Gables, FL
Gregory Howard Siskind, AILA Author, AILA's Immigration Law Practice and Procedure Manual: A "Cookbook" of Essential Practice Materials, 4th ed., Memphis, TN

2:05 pm – 2:35 pm

Networking Break

2:35 pm – 3:35 pm

Governmental Use of AI: What We Know and How to Prepare

The U.S. Department of Homeland Security and related agencies have significantly expanded their use of AI and other emerging technologies across immigration enforcement, asylum screening, fraud detection, and border security. Tools such as facial recognition, predictive analytics, social media monitoring, and automated vetting systems are now routinely integrated into the immigration system. Panelists will explore what is currently known about how these technologies are being used, examine their reliability and risks, and offer guidance on how attorneys can prepare to protect and advocate for clients impacted by algorithmic decision-making.

- Current known government use cases and the level of transparency around them
- Reliability of these technologies and their limitations
- Legal and ethical implications for due process, privacy, and individual rights
- How can attorneys identify, challenge, or mitigate the effects of AI-based tools in their cases?

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Faculty:

*Dan Maranci (DL), AILA Innovation & Technology Committee Vice Chair,
Boston, MA*

Michele N. Carney, AILA Ethics Committee, Seattle, WA

Andrew Kreighbaum, Immigration Reporter, Bloomberg Law, Washington, D.C.

3:35 pm – 4:05 pm

Networking Break

4:05 pm – 5:35 pm

AILA'S Tech Innovators Showcase

Sometimes, the impossible becomes possible with just the right spark of inspiration. Join us for this curated showcase of innovators in immigration legal technology as they share the stories behind their ideas, the tools they have built, and the vision that drives them. Get a glimpse of what's coming next and how these innovations could shape the future of immigration practice.

Faculty:

Ruby Lichte Powers, AILA Author, Power Up Your Practice: Create the Law Firm and the Life You Deserve, Houston, TX

Larry L. Drumm, Fall Conference Committee, Law Practice Technology and Innovation Track, Piedmont, CA

CONFERENCE PROGRAM COMMITTEE

Kirby Gamblin Joseph, Fall Conference Committee, Law Practice Management and Technology and Innovation Tracks Chair, Aurora, CO

Hannah F. Little, AILA Innovation & Technology Committee Chair, Charlotte, NC

Magaly Rojas Cheng, AILA DOL Liaison Committee, Boston, MA

Ruby Lichte Powers, AILA Author, Power Up Your Practice: Create the Law Firm and the Life You Deserve, Houston, TX

Gregory Howard Siskind, AILA Author, AILA's Immigration Law Practice and Procedure Manual: A "Cookbook" of Essential Practice Materials, 4th ed., Memphis, TN

Larry L. Drumm, Fall Conference Committee, Law Practice Technology and Innovation Track, Piedmont, CA

Charity Anastasio, Practice and Ethics Counsel, AILA Practice & Professionalism Center, Washington, D.C.

Sarah Kra, Education and CLE Program Associate, Washington, D.C.

Emmie Smith, Director, Professional Development

Reid Trautz, Senior Director, AILA Practice & Professionalism Center, Washington, D.C.

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2025 FALL CONFERENCE AND WEBCAST LAW PRACTICE MANAGEMENT TRACK

BUSINESS ESSENTIALS FOR SUCCESSFUL LAWYERS

Whether they plan to or not, many immigration attorneys eventually find themselves in the role of business owner, but often without the tools or training to lead a law firm with confidence. Too often, they're left making reactive decisions instead of intentional ones, juggling client demands while managing operations, people, and growth. Join us in Boston for a day dedicated to helping attorneys move from daily survival mode to intentional, values-driven leadership. Through practical insights, shared experiences, and actionable strategies from seasoned law firm leaders, you'll gain the tools to lead your firm with clarity and confidence. Together, we'll tackle the core challenges of managing a law practice—finance, marketing, operations, and team-building—and explore how to approach each other with purpose and long-term vision.

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September 12, 2025
Revere Hotel Boston Common
Boston, MA

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September 12, 2025

7:30 am – 5:30 pm **Registration and Exhibits**

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7:50 am – 8:50 am

Leading with Purpose: Building a Values-Based Law Firm

A clear sense of purpose isn't just a lofty ideal, it's the bedrock of a thriving law firm. In this opening session, panelists will explore what it means to build and lead a value-driven practice. Grounding your firm in purpose not only clarifies decision-making, but also cultivates a strong culture, attracts aligned talent, and fuels long-term sustainability. They also will offer practical strategies for identifying your core values, crafting a mission that matters, and operationalizing purpose in every aspect of your business, from hiring to time management to growth planning.

- Identify your core values based on the kind of law firm—and life—you want to build
- Craft a mission statement that drives strategic choices and resonates with clients and team members
- Hire, train, and lead a team aligned with your firm's purpose and vision
- Use values to shape your time, set boundaries, and guide resource allocation
- Shift from reactive to intentional leadership by building a firm rooted in purpose, not just process

Faculty:

Bridgette M. Bennett (DL), Groveland, FL

Jerome G. Grzeca, AILA AROL Taskforce Co-Chair, Milwaukee, WI

Kirby Gamblin Joseph, Fall Conference Law Practice Management and Technology and Innovation Tracks Chair, Aurora, CO

8:50 am – 9:20 am

Networking Break

9:20 am – 10:20 am

Managing and Leading Today's Dispersed Workforce

The legal landscape in immigration law has shifted significantly, with dispersed teams now a lasting reality for many firms. Our panel of experts will provide immigration attorneys with practical strategies for effectively managing and leading teams that operate across different locations, time zones, and even international borders, all while maintaining a cohesive firm culture and balancing the needs of both remote and in-office staff.

- Aligning systems, policies, and workflows across multiple locations
- Delegating effectively and leading with clarity in a remote setting
- Structuring case assignments and tracking progress across dispersed teams
- Conducting meaningful performance reviews and ensuring accountability for remote employees

(DL) = Discussion Leader

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Faculty:

Elise A. Fialkowski (DL), Philadelphia, PA

James Leo Betzold, Holland, MI

Lynn Marie Lee, Clifton, VA

10:20 am – 10:50 am **Networking Break**

10:50 am – 11:50 am **Retaining and Growing Staff and Associates**

Attracting and retaining top talent is critical to the long-term success of any immigration law firm. Panelists will dive into proven strategies for retaining and developing legal professionals and support staff, transforming your firm into a place where careers flourish and people want to stay. They also will share practical insights on hiring, mentoring, performance evaluation, and cultivating a growth-oriented, people-first culture.

- Recruitment and onboarding: hiring the right people and setting them up for long-term success
- Measuring productivity: efficiency benchmarks and key performance indicators (KPIs)
- Mentoring and delegation in a modern, and often remote, work environment
- Incentives and advancements: designing benefits, incentives, and promotion paths that foster loyalty and motivation
- Succession planning: developing future leaders within your firm

Faculty:

Charlotte Slocombe (DL), London, UK

Ruth Lozano McChesney, AILA Publications Committee Chair, San Antonio, TX

Vincent W. Lau, AILA USCIS HQ (Benefits Policy) Liaison Committee Vice Chair, Boston, MA

11:50 am – 1:20 pm **Lunch** (*not provided*)

1:20 pm – 2:20 pm **The Client-Centered Firm: Service as a Business Growth Strategy**

Client satisfaction isn't just good service, it's a strategic driver of sustainable growth. Panelists will inspire you to elevate your client experience in ways that set your practice apart, foster deep client loyalty, and turn every matter into a catalyst for referrals and long-term success.

- Communicating fees with clarity and using representation agreements as tools for setting expectations
- Building a client-focused culture without sacrificing efficiency
- Leveraging client feedback—both positive and critical—to improve service and generate referrals
- Tracking marketing performance to understand what's working and where to adjust

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- Planning for growth by aligning your budget with future goals and your ideal client profile

Faculty:

Ian David Wagreich (DL), Chicago, IL

Loan T. Huynh, Minneapolis, MN

Ellen Freeman, Pittsburgh, PA

2:20 pm – 2:50 pm

Networking Break

2:50 pm – 3:50 pm

Money Matters: Building Financial Strength Within Your Immigration Practice

For many attorneys, the financial side of running a practice can feel overwhelming. This session is designed to simplify the numbers and equip you with practical tools to lead with greater financial confidence. Strong financial management is the foundation of a resilient, sustainable immigration law firm, and it starts with adopting a strategic, metrics-driven mindset. Whether you're focused on growth or working to stabilize your firm, this session will help you make informed decisions about pricing, compensation, productivity, and investments

- Assess profitability using time tracking and KPIs
- Measure productivity across legal and administrative roles using actionable metrics
- Applying gross and net revenue benchmarks to guide compensation and staffing decisions
- Reassessing fee structures and pricing to reflect value, cost, and market demand
- Prioritize marketing and technology investments based on measurable ROI

Faculty:

William A. Stock (DL), AILA Past President/ Standing Committee on Political Engagement (SCOPE), Philadelphia, PA

April A. Caminez Bentley, Tallahassee, FL

Cristina Hughes, Carson City, NV

3:50 pm – 4:10 pm

Networking Break

4:10 pm – 5:10 pm

The State of the Immigration Lawyer: Exclusive Insights for Firm Leaders

Hot off the press: the 2025 AILA Marketplace Study is here— the most comprehensive study on immigration practice. Presented by the study's authors, this session offers exclusive insights into the evolving landscape of immigration law practice, with data-driven takeaways for firm leaders.

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- Management trends: salaries and benefits for associates, paralegals, and administrative staff, plus insights into common stressors across immigration firms
- Technology and marketing: how immigration lawyers are leveraging tech tools and marketing strategies in today's competitive environment
- Financial benchmarks: trends in flat and hourly fee structures, attorney income, and firm financial health
- Professional strengths: a look at the values, best practices, and professional standards that define today's immigration lawyers

Faculty:

Charity Anastasio (DL), Practice and Ethics Counsel, AILA Practice & Professionalism Center, Washington, D.C.

Reid Trautz, Senior Director, AILA Practice & Professionalism Center, Washington, D.C.

5:10 pm

Conference Concludes

5:30 pm – 6:30 pm

Happy Hour

CONFERENCE PROGRAM COMMITTEE

Kirby Gamblin Joseph, Fall Conference Committee, Law Practice Management and Technology and Innovation Tracks Chair, Aurora, CO

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Emmie Smith, Director, Professional Development

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