



RIGHTS AND RESPONSIBILITIES
AWARENESS INITIATIVE

ANNUAL REPORT 2025



COMMUNITY



EDUCATION



DIVERSITY



JUSTICE

“

*Together We
Can Make a
Difference!*



EXECUTIVE SUMMARY



In 2025, the [Rights and Responsibilities Awareness Initiative \(RRAI\)](#) continued to strengthen its role as a trusted provider of accessible legal, financial, social, and civic education for diverse communities across Ontario.

Building on steady growth since its founding in 2020, RRAI advanced its transition from individual awareness sessions to structured, project-based programming aligned with community needs and funder priorities. Programs in 2025 were delivered through a hybrid model combining online reach with targeted in-person engagement, allowing RRAI to balance scale with meaningful participation.

Key highlights from 2025 include the delivery of **70 French-language awareness sessions** through the *Lumière Francophone: Enlightenment and Empowerment Project*, expanded in-person financial literacy programming in partnership with the London Public Library and funded by the RBC Foundation, continued mental health and neurodiversity programming, civic engagement education delivered in collaboration with Elections Canada, and ongoing participation in the City of London's Stop Tolerhating campaign.

RRAI's work in 2025 was made possible through strong partnerships with government bodies, foundations, educational institutions, and community organizations. As the organization looks ahead to 2026, it remains focused on deepening program quality, expanding accessibility, strengthening partnerships, and enhancing impact measurement to ensure sustainable and accountable growth.

OUR IMPACT

This year's results highlight strong community engagement and meaningful learning impact. Through a wide range of workshops, awareness sessions, and multilingual digital content, supported by diverse guest speakers, **RRAI** reached thousands of participants and generated significant engagement. High satisfaction rates and positive feedback reflect the value of the programs and their success in increasing participants' knowledge and interest in future initiatives.





Number of
**AWARENESS
SESSIONS**

108



Number of
**VIDEO
VIEWS**

125,376



Number of
**INVITED GUEST
SPEAKERS**

50+



Number of
**SESSIONS
ATTENDEES**

6,458



Number of
**MULTI-LINGUAL
VIDEOS**

360



Number of
**FEEDBACK
FORMS**

2,510



Percentage of
**ATTENDANCE
KNOWLEDGE GROWTH**

91.7%



Percentage of
**OVERALL ATTENDANCE
SATISFACTION**

91.9%



RRAI CHAIRMAN'S REMARKS



Candice Morrish
CHAIR



The year 2025 was marked by continued uncertainty across social, economic, and institutional landscapes. Through these challenges, RRAI persevered - remaining focused on stability, responsiveness, and responsible growth while continuing to serve diverse communities in London and across Ontario.

As a Board, we worked closely to ensure alignment between community needs, funded initiatives, and long-term sustainability. This period reflected both organizational maturation and the Board's growing role in governance, oversight, and strategic direction.

RRAI's progress in 2025 demonstrates thoughtful and accountable growth, reflected in expanded partnerships, increased accessibility, and more formalized programming. Looking ahead to 2026, the Board remains committed to consolidating these gains, supporting high-quality programming, strengthening governance practices, and ensuring transparency and fiscal responsibility as the organization continues to advance its mission.





EXECUTIVE DIRECTOR'S MESSAGE



As we reflect on **2025**, I am proud of how [the Rights and Responsibilities Awareness Initiative \(RRAI\)](#) has continued to grow—not only in scale, but in purpose, structure, and impact.

Over the past year, RRAI strengthened its role as a trusted provider of accessible legal, financial, social, and civic education. What began as a community-responsive initiative has evolved into a project-based organization capable of delivering funded, multi-part programs in partnership with government bodies, educational institutions, and community organizations.

In 2025, we made deliberate choices to deepen our impact rather than expand indiscriminately. We formalized program streams, invested in language accessibility, and expanded in-person engagement where it added meaningful value. The launch of [the *Lumière Francophone: Enlightenment and Empowerment Project*](#), **delivering 70 French-language awareness sessions**, marked a significant milestone in our commitment to equity and inclusion. At the same time, our Financial Literacy Project and Mental Health Stream responded directly to urgent and evolving community needs.

None of this work happens in isolation. RRAI's progress in 2025 reflects the trust placed in us by our funders, partners, presenters, volunteers, and the communities we serve. Their collaboration enables us to translate policy, rights, and systems into practical knowledge that people can use in their daily lives.

As we look ahead, RRAI remains grounded in its mission: to ensure that all community members particularly those facing systemic barriers—have access to clear, accurate, and culturally responsive information. We enter the next phase of our work with humility, accountability, and a renewed commitment to building an informed, inclusive, and empowered society.

Hetham Karky
Executive Director

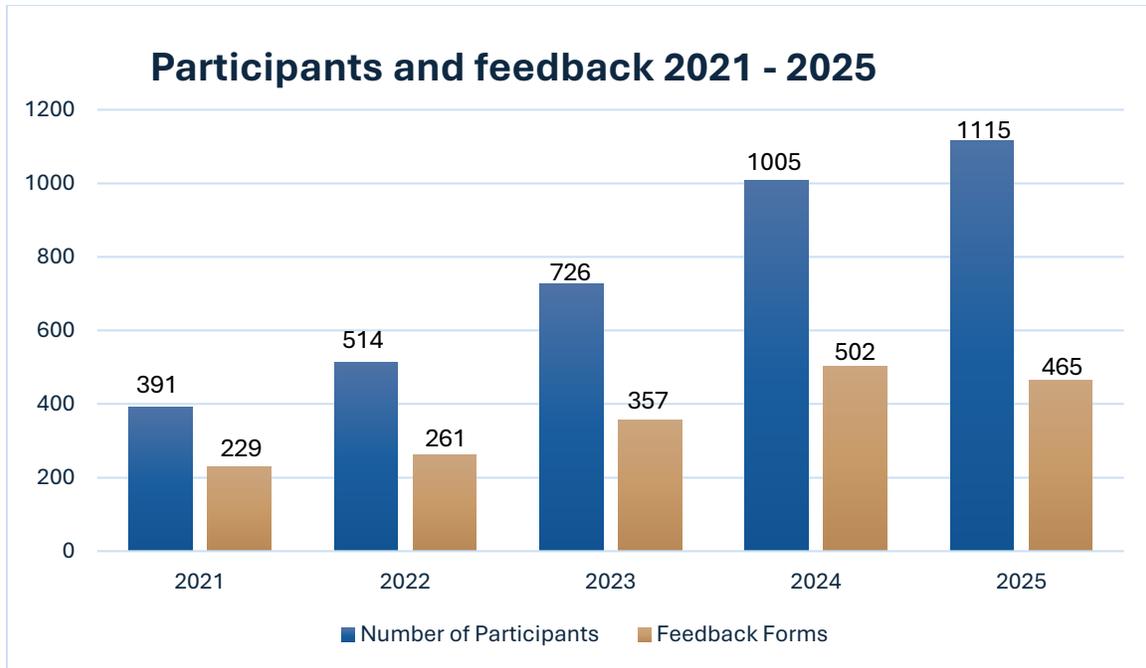


Organizational Growth and Development 2020 - 2025

Between 2020 and 2025, **RRAI** evolved from a small, community-responsive initiative into a structured organization with diversified programming, strengthened partnerships, and measurable impact.

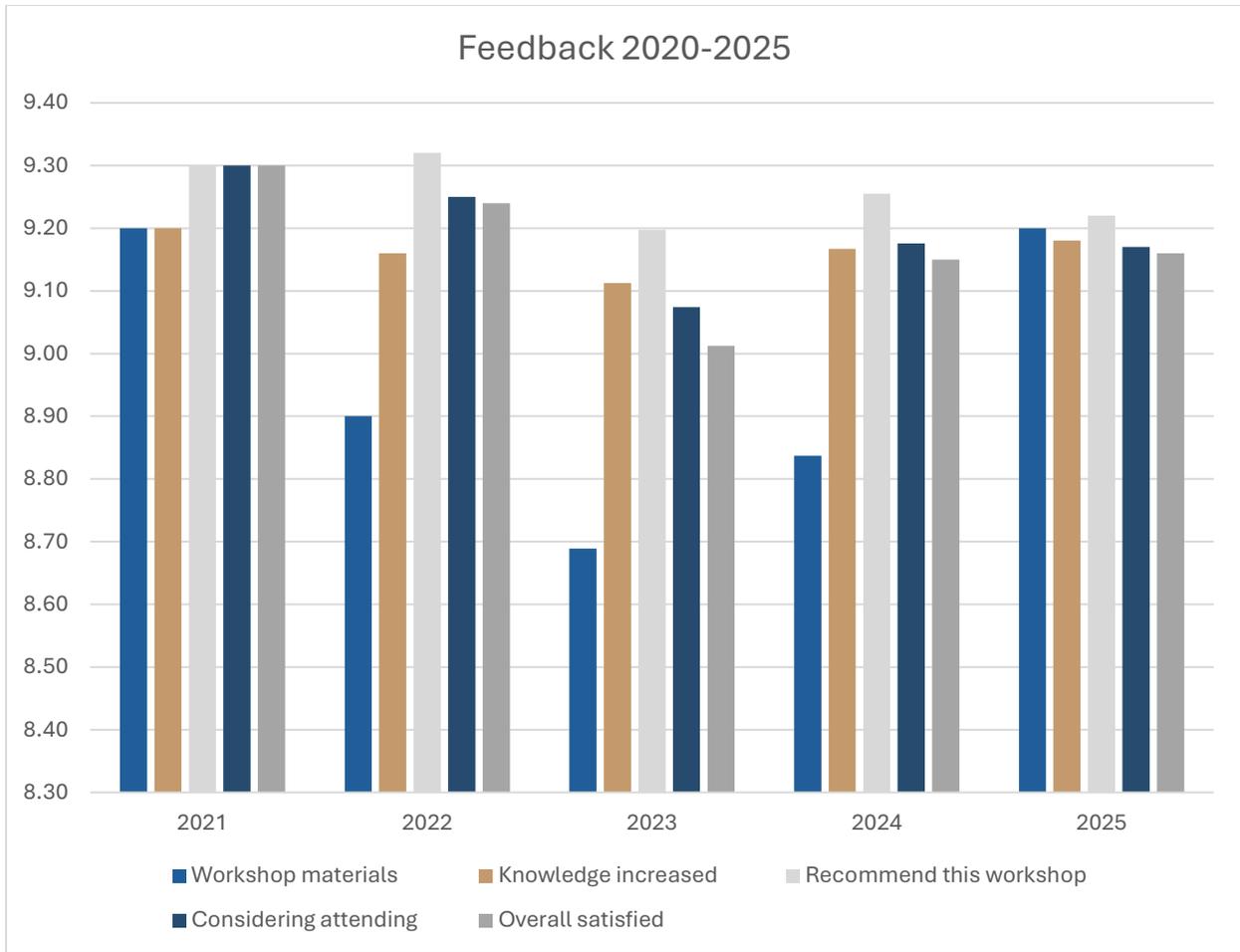


This five-year trajectory reflects intentional growth focused on sustainability, accountability, and responsiveness to community needs.



Participation and feedback data from 2021–2025 show steady growth alongside strong engagement. Annual participation increased from 391 participants in 2021 to 1,115 in 2025, demonstrating expanded reach and growing community confidence. Feedback submissions rose from 229 in 2021 to a peak of 502 in 2024, stabilizing at 465 in 2025. Despite slight fluctuations in response rates as programs scaled, the consistent volume of feedback reflects ongoing participant engagement. Together, these trends highlight RRAI’s ability to expand impact while maintaining program quality and meaningful participant connection.

Participant feedback from 2020–2025 indicates consistently high satisfaction and strong perceived value across RRAI’s programming. Ratings for workshop quality, knowledge gained, likelihood to recommend, future participation, and overall experience remained stable and positive, with recommendation scores among the strongest indicators. Minor variations during periods of program expansion were followed by clear stabilization in 2024–2025, reflecting improved delivery processes and strengthened organizational capacity. Overall, the data confirms sustained participant trust, meaningful learning outcomes, and continued program relevance.



Social Media Growth

In 2025, **RRAI's** YouTube channel experienced significant growth, reflecting the expanding reach and relevance of its digital education strategy.

Throughout the year, RRAI's videos generated **98,589 views**, representing a **425% increase** compared to the previous period. Viewer engagement also deepened substantially, with total **watch time reaching 8,700 hours**, a **690% increase** year over year, indicating that audiences were not only accessing content more frequently but were also spending more time engaging with it. In addition, the channel gained **298 new subscribers**, marking a **181% increase** from the prior year.

Together, these metrics demonstrate the growing demand for RRAI's accessible, on-demand educational content and highlight YouTube as a key platform for extending the organization's impact beyond live programming and reaching broader audiences across diverse communities.





City of London Recognition



In 2025, **RRAI's** leadership was further recognized when Executive Director **Hetham Karky** was named to the **Mayor's New Year's Honour List**, an acknowledgment that reflects sustained community impact and civic contribution. This recognition highlights the role of principled, community-centered leadership in advancing access to education, equity, and public awareness. The honour underscores the alignment between RRAI's mission and the broader civic priorities of inclusion, service, and accountability, and affirms the organization's credibility and trust within the community it serves.





RRAI

ACTIVITIES & PROJECTS

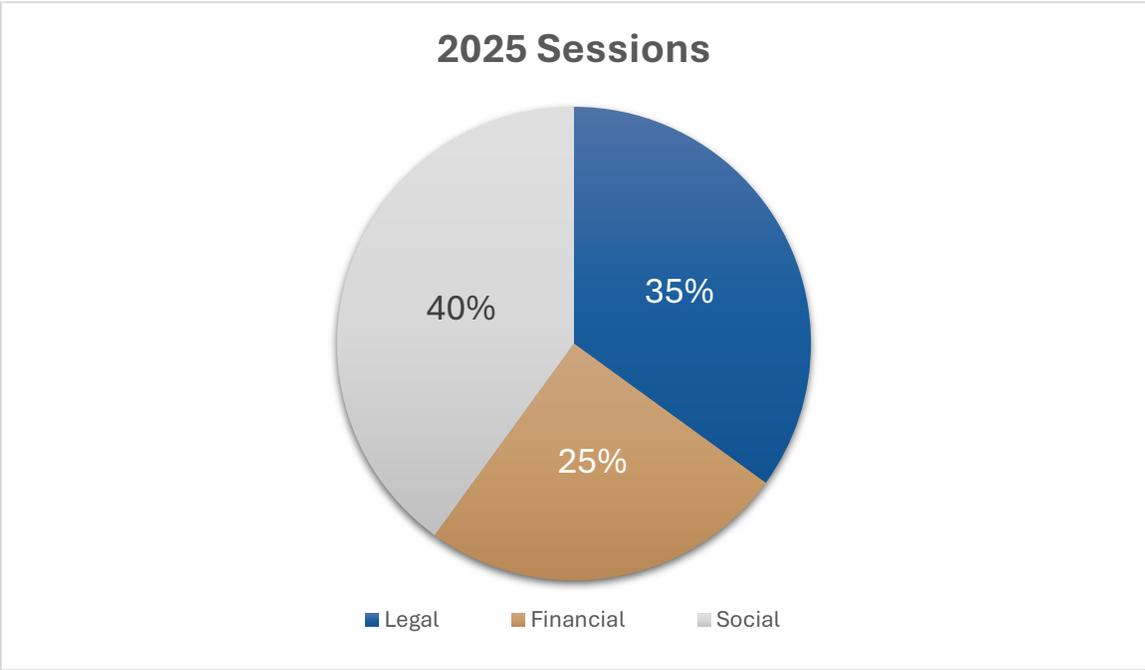
2025





Awareness & Education Programs

Throughout 2025, **RRAI** delivered 20 expert-led awareness and education sessions addressing legal rights, housing stability, workplace protections, education, and digital literacy. Sessions were delivered primarily online, with select in-person workshops to enhance engagement. Programming was organized into thematic clusters to ensure coherence and impact.



In 2025, RRAI delivered a balanced mix of programming that reflected community-identified needs across legal, financial, and social domains. Social-focused sessions accounted for the largest share of programming at **40%**, addressing issues such as mental health, well-being, and social inclusion. **Legal education** represented **35%** of sessions, underscoring continued demand for accessible information on rights, responsibilities, and navigating legal systems. **Financial literacy** sessions comprised the remaining **25%**, supporting participants with practical knowledge related to budgeting, **debt, housing, and financial decision-making**. **This distribution demonstrates RRAI’s intentional approach to aligning program delivery with evolving community priorities while maintaining a strong balance across core pillars of its mission.**



OUR PROJECTS FOR 2025

»» Civic Engagement and Democratic Participation

In collaboration with **Elections Canada**, RRAI delivered *Understanding Your Role in Federal Elections*, supporting community members in navigating voter registration, accessible voting options, and democratic participation.



»» Lumière Francophone: Enlightenment and Empowerment Project

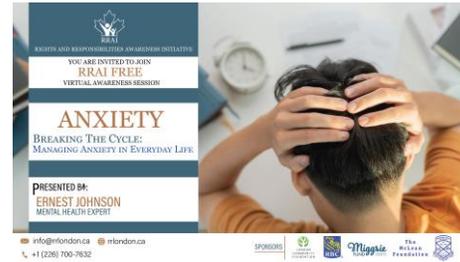
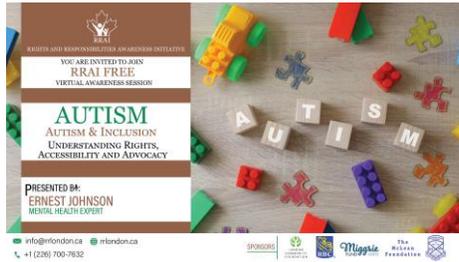
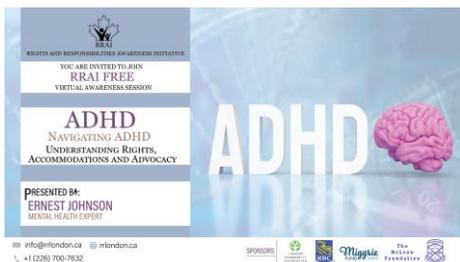
Funded by the **Ministry of Francophone Affairs**, this initiative delivered **70 French-language awareness sessions** across Ontario, significantly increasing access to essential legal, financial, and social information for Francophone communities.





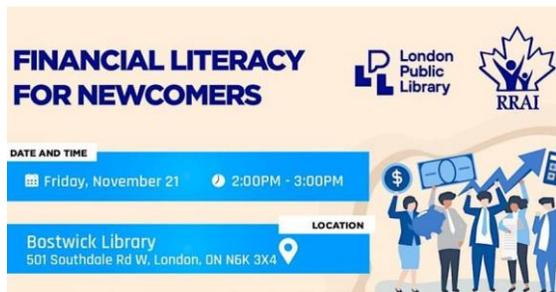
➤ Mental Health Stream

RRAI expanded its Mental Health Stream, delivering programming focused on ADHD, autism, anxiety, depression, internet addiction, and the role of physical activity in mental wellness. Sessions emphasized rights, accommodation, stigma reduction, and pathways to support.



➤ Financial Literacy Project

Delivered in partnership with the **London Public Library** and funded by the **RBC Foundation**, this project provided **in-person financial literacy sessions** covering budgeting, saving, credit management, and investments.



➤ Stop Tolerhating Campaign

RRAI continued its collaboration with the **City of London** through the Stop Tolerhating campaign, addressing hate, racism, and discrimination through education and awareness.





» Institutional and Community Collaborations

In 2025, RRAI strengthened partnerships with **Western University, Community Legal Services (CLS) at Western Law**, and the **YMCA**, enhancing program quality, reach, and credibility.



Honoring **Greg Parrack** from Western Law for his valued community contributions.

SOME OF OUR 2025 SESSIONS

FREE INFORMATION SESSION

Family Speak to Court and Court Expectations



RRAI RIGHTS AND RESPONSIBILITIES AWARENESS INITIATIVE

YOU ARE INVITED TO JOIN RRAI FREE VIRTUAL AWARENESS SESSION

DEPRESSION
FROM AWARENESS TO ACTION
UNDERSTANDING DEPRESSION AND ACCESSING SUPPORT

PRESENTED BY:
ERNEST JOHNSON
MENTAL HEALTH EXPERT



RRAI RIGHTS AND RESPONSIBILITIES AWARENESS INITIATIVE

YOU ARE INVITED TO JOIN RRAI FREE VIRTUAL AWARENESS SESSION

MIND IN MOTION
HOW SPORTS BOOST MENTAL WELLNESS

PRESENTED BY:
ERNEST JOHNSON
MENTAL HEALTH EXPERT



RRAI RIGHTS AND RESPONSIBILITIES AWARENESS INITIATIVE

YOU ARE INVITED TO JOIN RRAI FREE VIRTUAL AWARENESS SESSION

INTERNET ADDICTION
DIGITAL OVERLOAD:
RECOGNIZING & OVERCOMING INTERNET ADDICTION

PRESENTED BY:
ERNEST JOHNSON
MENTAL HEALTH EXPERT



You are invited to join

RRAI FREE AWARENESS SESSION

FINANCIAL LITERACY FOR NEWCOMERS

This session is designed to help newcomers better understand Canada's banking and credit systems. Topics include budgeting, banking basics, building credit history, understanding interest rates, and choosing financial products. The session will feature practical advice and relatable scenarios.

This program series is offered in partnership with London Public Library and RRAI

DATE AND TIME
Friday, November 21 • 2:00PM - 3:00PM

LOCATION
Bastwick Library
501 Southdale Rd W, London, ON N6K 3V4

Register using Eventbrite

London Public Library

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You are invited to join

RRAI FREE AWARENESS SESSION

PROTECTING YOURSELF FROM FINANCIAL FRAUD

This session will help participants learn how to stay safe from scams and identity theft. We will discuss how to spot fake messages, protect personal and banking information, avoid investment fraud, and what steps to take if someone attempts to scam you. Experts will share practical tips and real-life examples.

This program series is offered in partnership with London Public Library and RRAI

DATE AND TIME
Wednesday, October 15 • 7:00PM - 8:00PM

LOCATION
Cherryhill Library
301 Oxford St W, London, ON N6H5S5

Register using Eventbrite

London Public Library

RRAI RIGHTS AND RESPONSIBILITIES AWARENESS INITIATIVE

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OUR SINCERE THANKS TO THE 2025 SESSION PRESENTERS

The **RRAI** extend its sincere gratitude to the presenters who generously shared their time, expertise, and lived knowledge throughout our 2025 programming. Your contributions were essential to delivering accurate, accessible, and meaningful education to the communities we serve.

We Thank the Following Presenters for their Commitment and Collaboration:

- **Eliza Krukowska**
- **Christin Lee**
- **Community Legal Services (CLS) at Western Law**
- **Megan Deslippe**
- **Bonnie Heuving**
- **Samantha Carter**
- **Ernest Johnson**
- **Kelly Wang**
- **Mac Ross**



Honoring **KELLY WANG** for her valued community contributions.

Through their professionalism and dedication, RRAI was able to provide high-quality sessions across legal, financial, social, and civic topics. Your work helped empower participants with practical knowledge, strengthen trust in public education, and advance our shared commitment to equity, inclusion, and informed community engagement.

We are deeply grateful for your partnership and look forward to continued collaboration in the future.



Supporters and Funders (2025)

RRAI gratefully recognizes the generous support and collaboration of the following funders and community partners:



Their support strengthens RRAI's capacity to deliver accessible, high-quality programming.



OUR MOMENTS OF RECOGNITION





THE POWER OF VOLUNTEER IMPACT

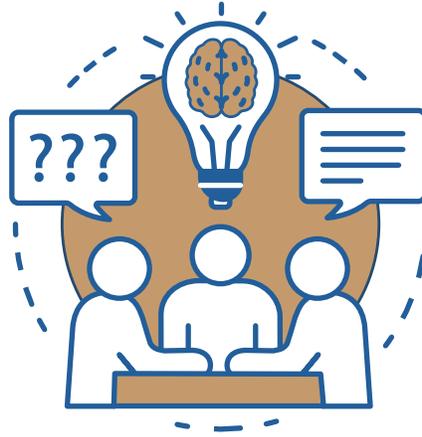
Volunteers are a vital part of **RRAI's** success and community impact. Through their time, dedication, and diverse skills, they help extend RRAI's reach and strengthen the services we provide. Their commitment reflects the spirit of collaboration and compassion that drives our mission forward. Every contribution, big or small—plays an important role in supporting our work, building stronger connections, and creating meaningful, lasting change within the communities we serve.

With Gratitude: Celebrating Our Volunteers





RRAI



BOARD OF DIRECTORS AND LEADERSHIP (2025)

The **RRAI** is guided by a dedicated Board of Directors and leadership team whose diverse professional backgrounds and commitment to public service strengthen the organization’s governance, accountability, and strategic direction.

Chair Emeritus
Douglas D. Ferguson

Chair
Candice Morrish

Vice-Chair
Rafet Sayegh

Treasurer
Kayla Moore

Associate Treasurer
Edison Correa

Secretary
Lara (Shi Meng) Sun

Development Officer
Katie Parciak

Board Members
Lama Abdullh
Luisa Garcia
James Johnston
Hande Bilhan

Executive Director
Hetham Karky

Together, the Board and leadership bring expertise across law, education, finance, public service, business, and community development. Their collective guidance ensures that RRAI operates with strong governance practices, fiscal responsibility, and a clear focus on advancing its mission of accessible education, equity, and community empowerment.



RRAI Advisory Committee



The **RRAI** Advisory Committee is a diverse group of community facilitators representing a wide range of ethnic, cultural, and equity-seeking communities. The Committee plays a critical role in advancing RRAI’s mission by supporting community education on rights and responsibilities and contributing to the creation of a more inclusive and welcoming Canada for all.

Members of the Advisory Committee serve as vital bridges between RRAI and the communities it serves. They assist in promoting RRAI programs and activities, strengthening connections with community organizations, and ensuring that information about RRAI initiatives is effectively shared within their communities. In addition, Advisory Committee members provide ongoing feedback to RRAI regarding community needs, emerging issues, and the relevance and quality of RRAI’s programming.

»» Advisory Committee Members (2025)

Indigenous Community
Chesney Sickles-Jarvis

Latino Community
Erika Herrera

Francophone Community
Manon Guillemette

Black Community
Sofiat Ajibowu

Indian Community
Yamini Parashar

Asian Community
Suman Bohara

Middle Eastern Community
Waleed Alatiya

LGBTIQA+ Community
Onyinye Enuoyibo

The Advisory Committee’s collective insight and lived experience strengthen RRAI’s ability to deliver responsive, culturally informed, and impactful programming that reflects the realities of the communities it serves.



LOOKING AHEAD TO THE YEAR 2026



In 2026, **RRAI** will focus on consolidation and strategic growth by:

- Deepening program quality across core streams
- Expanding language accessibility initiatives
- Enhancing in-person and hybrid delivery where appropriate
- Strengthening partnerships with public and institutional stakeholders
- Improving impact measurement and evaluation practices

RRAI remains committed to responsible stewardship, community responsiveness, and sustainable impact.



**Rights And Responsibilities
Awareness Initiative**

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