### ****Recommendations:****

1. **Enhance Inclusivity Programs**
   * Implement structured **mentorship programs** where interns feel **directly supported**.
   * Encourage open **communication policies** to ensure interns feel heard and respected.
2. **Foster a Culture of Contribution**
   * Actively encourage **brainstorming sessions** or team discussions where interns can **share ideas freely**.
   * Managers should **seek intern feedback** to reinforce their **sense of contribution**.
3. **Improve Work Environment Descriptions**
   * Encourage interns to provide **detailed feedback** about their work environment.
   * Use qualitative feedback to refine **policies and inclusivity initiatives**.
4. **Follow-up Analysis:**
   * Conduct further studies on **specific inclusion factors** (e.g., diversity training, leadership approach).
   * Compare how different **departments or teams** impact inclusivity perceptions.

