In the workplace, employees are evaluated by the amount of efficiency and productivity that their work brings. Those who are engaged show high levels of energy and are enthusiastic about their work, whereas those who are not may be facing burnout (Schaufeli, Leiter, & Taris, 2008). Acts of engagement in the workplace are then linked to feelings of inclusiveness, which stem from the company’s efforts in creating an inclusive environment in the workplace. In this study, the question of how involvement programs implemented by companies leads to feelings of inclusiveness in employees which then lead to higher levels of engagement is examined. Recent literature has shown that engagement mediates the relationships between job performance, core-self evaluations, and organizational support. This study will focus on if this model will hold true for different demographic groups, such as White men, women, people of color, and members of the LGBTQ community. This study will be examined with the participation of 160 people using an online survey that will include measurements of variables such as employee involvement, inclusiveness, engagement, organizational citizenship behavior, self-esteem and thriving. It is hypothesized that employees who feel high levels of inclusion in their workplace will be more engaged in their work.