

## Dismantling Bias Conference Series

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### The Difference EDID Incubation Makes

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## **The Difference EDID Incubation Makes**

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This paper informs allyship in times of crisis. Through positive effects of EDID incubation during one of the most challenging periods for the music industry suggest that social institutions that explicitly promote allyship can mitigate the stronger downside of the pandemic on socially marginalized groups. Because DS Provider's followership can be interpreted as one aspect of allyship, the greater gains in followership relative to non-supported peers also support the critical role of EDID incubation in advancing allyship across gender, racial and socio-economic groups.