

IEC Webinar Recap: Women in Power Presents- Driving Leadership into the Future

Presenter: Marilyn Akers Stansbury- CEO IEC Rocky Mountain

Milestones of Women in the Electrical Industry

- **Edith Clarke (1921):** First woman employed as an engineer at GE; inventor of the Clarke Calculator and a pioneer of modern electrical grid analysis
- **World War II Contributions:** Women served as electricians, welders, and coders, filling technical roles while men were deployed.
- **Post-War to Modern Era:** Growth of women in engineering and construction, the founding of NAWIC, and milestones like women gaining independent access to credit (1974) and business loans (1988)
- **Representation Today:**
 - Women comprise 2.9% of electricians and 4.2% of electrical apprentices, with some states reaching 8-10%.
 - Female representation has grown 37.5% since 2014, but significant opportunities for expansion remain.
 - Roughly 10% of electrical contractor companies are women-owned.

Being a Draft Car

- Using NASCAR drafting as a metaphor, momentum and performance increase when leaders align and support each other.
- The **lead car (mentor)** reduces resistance, clears the path, and makes space for others to accelerate.
- The **draft car (mentee)** gains speed and stability through alignment and support.
- When leaders work together, the whole team advances faster, farther, and stronger.
- True leadership includes preparing others to slingshot forward, taking the lead themselves.

Future Opportunities

- **Expand awareness** of electrical trade careers among students and career changers, especially young women exploring STEM and hands-on professions.
- **Strengthen apprenticeship programs** and hands-on training pathways that support entry and long-term retention.
- **Create clear advancement tracks** that open doors to supervisory and leadership roles.
- **Invest in mentorship and professional development** that connect experienced professionals with the next generation.
- **Maintain job sites** that are safe, inclusive, and create a high-performance culture for all workers.