

BATTER UP LESSONS

Effa Manley and Kim Ng: 85 Years for Progress
developed by
Ms. Michelle Hamlett's Historiography Classes 2020-2022
Eastside High School

Learning Objectives(s)	Essential Question(s)	Suggested Activities	Standards
The student will be able to describe the challenges women overcame in the 19th and 20th centuries to achieve representation in Major League Baseball. The student will be able to discuss gender and racial/ethnic stereotypes in general and in sports, and how Effa Manley and Kim Ng challenge those stereotypes.	Why did it take 85 years before another woman of color played a significant executive role in major league baseball?	Create a chart comparing the disadvantages and advantages faced by Effa and Kim in filling executive roles.	6.1.12.HistoryCC.6.c: Analyze the successes and failures of efforts to expand women's rights, including the work of important leaders and the eventual ratification of the 19th Amendment 6.1.12.HistorySE.13.a: Use a variety of sources to explain the relationship between the changing role of women in the labor force and changes in family structure. 6.1.12.HistorySE.14.a: Explore the various ways women, racial and ethnic minorities, the LGBTQ community, and individuals with disabilities have contributed to the American economy, politics and society.

BATTER UP LESSONS

Research Sources

Note: At the time of this publication these websites were active.

“As a businesswoman in a primarily man’s world, Effa Manley wanted to be a winner. Though the only woman among an industry of male owners, Manley got her wish in 1946, when the Newark Eagles, owned by her and her husband Abe, won the Negro League World Series, defeating the Kansas City Monarchs.

Her career is a testament to her commitment to baseball and civil rights – and to her vision and dedication to creating respect for Negro Leagues baseball.”

<https://baseballhall.org/hall-of-famers/manley-effa>

“An attractive and visible personage with a good business head, she was a woman ahead of her time.”

<https://nlbemuseum.com/history/players/manleye.html>

“Because Manley was an activist, she used Eagles games to promote her other civic causes. For example, she put together a boycott when Harlem stores refused to hire Black people. After six weeks passed, store owners finally agreed to hire Blacks to work in their stores.

Not only was Effa Manley the treasurer for the Negro National Baseball League, but she was also the treasurer for the National Association for the Advancement of Colored People (NAACP). She and her team set an example for everyone that Black people deserve the same rights and opportunities as everyone else.”

<https://www.mlb.com/history/negro-leagues/players/effa-manley>

“Ng is believed to be the first woman to be the general manager of a major North American men’s sports team.”

<https://www.mlb.com/news/kim-ng-first-woman-gm-background>

“Ng was named the general manager of the Miami Marlins in November, becoming the first female GM in the history of major North American men’s pro team sports and the first East Asian American to lead a Major League Baseball (MLB) team. She had interviewed for GM positions at least 10 times over the years, only to be passed over for someone else. But her hiring by the Marlins was not just a personal victory—it was widely celebrated as a breakthrough with the potential to place more women in traditionally male power roles, in baseball and beyond.”

<https://time.com/5943601/kim-ng-first-female-gm-miami-marlins/>

“Black women are much less likely to be promoted to manager—and their representation dwindles from there”

<https://leanin.org/research/state-of-black-women-in-corporate-america/section-1-representation>

“Asian Americans are the forgotten minority in the glass ceiling conversation.”

<https://hbr.org/2018/05/asian-americans-are-the-least-likely-group-in-the-u-s-to-be-promoted-to-management>

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“Racial bias plays a major role in blocking Asian American women’s career advancement—witness, their failure to attain executive positions in Silicon Valley at rates comparable to white, black, and Hispanic women. But so does gender bias—witness, Asian American women’s failure to become law firm partners at a rate comparable to Asian American men. The real problem, however, is their distinctive combination of race and gender—being *Asian* and being *women*. It is this Intersectionality that causes Asian American women “to bump against the “double-paned glass ceiling.”

<https://www.forbes.com/sites/andiekramer/2020/01/22/why-asian-american-women-arent-advancing-into-senior-leadership-positions/?sh=5d10567973d2>