



## Evaluation of affirmative policies in health: discourses, attitudes and practices regarding racism, inequalities and actions against racism in Brazil

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### Abstract:

In this research, racism is defined as a multidimensional configuration of beliefs, emotions and behavioral guidelines to discriminate against black individuals, who are considered by whites as members of an out-group. A representative survey was applied to 634 workers of public and private health services in the municipality of Camaçari, State of Bahia, to explore knowledge, perceptions, attitudes and behaviors regarding to racism, its explicit and subtle expressions. Principal Component Analysis - PCA was used to reduce and classify sentences on racism and discrimination for white, black and brown individuals. Results show that racism is mainly subtle, but there are also explicit expressions of racism mainly among white and brown personnel. Despite the large majority of workers recognize that racism exists in Brazil, their narratives indicate the predominance of a modern or subtle type of



racism, based more on social prejudices, with contradictions and ambiguities in racism perceptions, which are oriented by ideology.

### Publication of speakers:

1. Gomes, C. (2019) Health Systems in Latin America: Principal Components of Attention. *Health*, 11, 1299-1319. doi: 10.4236/health.2019.1110100.

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