

How can we better combat discrimination based on "race" or ethnic origin?
Exploring and addressing the root causes.

The Social Psychology of Racialised and Ethnicised Discrimination:

Contemporary Legacies of Slavery-Based Social Relations

Cícero Roberto Pereira

(Institute of Social Sciences, University of Lisbon)

Outline:

MAIN IDEA

A Self-Evident Logical Proposition

- Modern racism emerged later to justify large-scale relations of enslavement.

IDEOLOGICAL FUNCTION

Racism = $f(\text{Slavery-Based Social Relation})$

- Thus, if racism persists today, then enslavement persists in transformed forms.

OVERVIEW

■ The Nature of Racism (What It Is)

- Socio-Psychological Dynamics of Racism and Discrimination

■ Evidence of Racism's Modus Operandi

- At the Institutional and Structural Levels
- Patterns of Language Use at the Social Relations Level
- Empirical Studies at the Social Psychological Level

■ Synthesis and Recommendations for Combating Racialised and Ethnicised Discrimination

THE TWO KEYS TO THE CASTLE: The Nature of Racism

Racism is a socio-historical and psychological system of structured social relations grounded in an ideological representation of humanity defined by two core features:

1. Categorisation: Biological & Cultural

• Biological Racism

Humanity is constituted by racial groups defined by essentialist-based biological features.

*This is **Biological Racism** because there is no between-distinctive biological essence.*

• Cultural Racism

Humanity is constituted by cultural groups defined by essentialist-based ethnic features.

*This is **Cultural Racism** because there is no between-people distinctive ethnic essence.*

2. Socio-Historical Hierarchisation

• Hierarchization of Power Relations

Some **racial groups** are assumed to represent ***more advanced stages*** of **human evolution** than others.

Some **cultural groups** are assumed to represent ***more advanced*** forms of **civilization** than others.

Corollary. Any action or social situation that treats people according to this representation of humanity (categorization + hierarchization) meets the criterion of racism, whether conscious or unconscious.

Racism evolves and spreads like a social virus

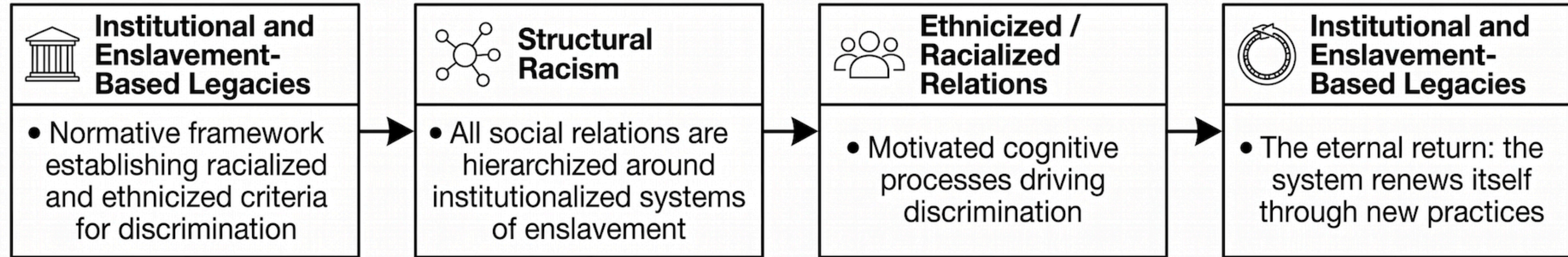
Institutions

Social Relations

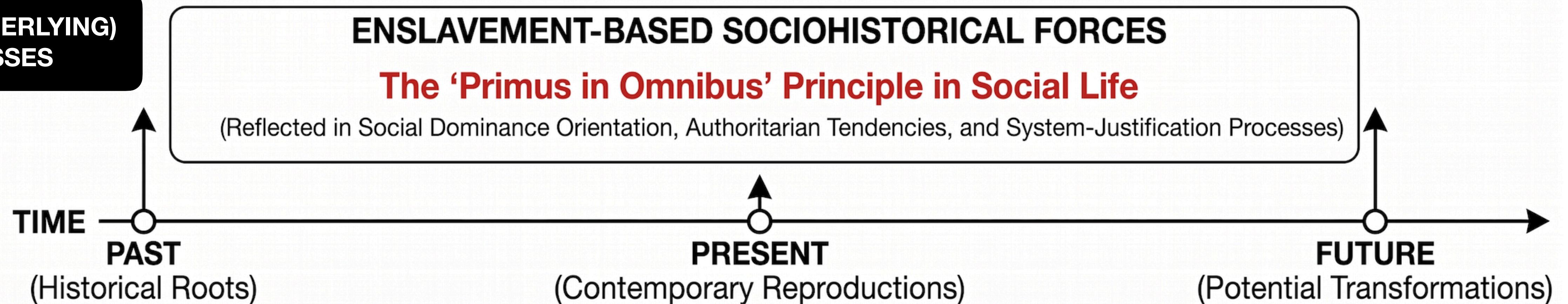
Individual Lives

Socio-Psychological Dynamics of Racism and Discrimination

MANIFEST (OBSERVABLE) PROCESSES



LATENT (UNDERLYING) PROCESSES



Evidence at Institutional and Structural Level

EXPLICIT PRACTICES OF RACIALIZED AND ETHNICIZED DISCRIMINATION

PASSPORT CONTROL

- Decision-making based on racial or cultural category.
 - *Requiring visas for one group but not for others.*
 - Faster Queueing Based on Origin:*
 - Nationals vs. non-Nationals;
 - Europe and the United States vs. other Regions;
 - Colonial Powers vs. colonized Countries
 - *Gray Area at airline institutions:*
 - Executive-Class vs. Economy-Class discrimination. Does this satisfy the criteria of categorization and hierarchization underlying racism?

RECRUITMENT AND SELECTION PROCESSES

- Eurocentric White privilege through “pseudo-legitimate” selection processes.
 - Decisions based on recommendation letters and interviews.

SOCIETAL-LEVEL POLITICAL ACTIONS

- Promotion of labor reforms that reinforce domination and exploitation.
- Illegalizing people through racialized criteria that label immigrants as “illegal.”
- Attacks on welfare benefits and social protection systems.

KEY CONCEPT • LEGITIMATION PROCESSES

- Anti-racist movements have rendered explicit racism socially and legally unacceptable.
- Like a virus, racism has evolved and adapted.
- Discriminatory practices now rely increasingly on apparently non-racial justifications.
- Narratives portray the “other” as an existential threat to the national in-group.

Evidence at the Social Relations Level: Patterns of Language Usage

MANIFESTED VS. LATENT MEANINGS OF OPINIONS

MANIFESTED OPINIONS What people explicitly say		LATENT MEANINGS OF OPINIONS The deeper, underlying assumptions
“ People nowadays just don’t want to work like they used to.	>	“ People nowadays just don’t accept to work for free to enrich privileged elites.
“ Young people today don’t want to work anymore.	>	“ Young people today don’t want to accept degrading working conditions .

These individuals express a slaveholder mentality. Within racialised relations, these individuals perceive advances toward equality as a threat to their privileged status.

SOCIAL WELFARE BENEFITS HAVE FULFILLED THEIR FUNCTION

Evidence at the Social Psychological Level: Empirical Studies

System 1: Motivated-Cognition Processes

Article

Intergroup Time Bias and Racialized Social Relations

Jorge Vala¹, Cícero Roberto Pereira¹,
Marcus Eugênio Oliveira Lima², and Jacques-Philippe Leyens³

Personality and Social Psychology Bulletin
38(4) 491–504
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and Social Psychology, Inc
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sagepub.com/journalsPermissions.nav
DOI: 10.1177/0146167211429746
http://pspb.sagepub.com
SAGE



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ISSN: 0022-3514

Journal of Personality and Social Psychology:
Interpersonal Relations and Group Processes

<https://doi.org/10.1037/pspi0000507>

Racial Discrimination in Time Investment: The Intergroup Time Bias in Different Social Contexts

Cícero Roberto Pereira^{1, 2}, Emerson Do Bú¹, Filipa Madeira¹, Paulo de Carvalho³,
Elza Maria Techio⁴, and Jorge Vala¹

¹ Institute of Social Sciences, University of Lisbon

² Department of Psychology, Federal University of Paraíba

³ Faculty of Humanities and Social Sciences, University of Agostinho Neto

⁴ Institute of Psychology, Federal University of Bahia

Journal of Social Issues

WILEY

JOURNAL OF
Social Issues

A Journal of the Society for the Psychological Study of Social Issues

ORIGINAL ARTICLE

The Intergroup Time Bias and Its Implications for Medical Healthcare

Emerson Do Bú¹ | Renata Pimentel da Silva² | Cícero Roberto Pereira¹ | Ana Raquel Rosas Torres³ |
Filipa Madeira^{1,4} | Jorge Vala¹ | Nao Hagiwara⁵

System 2: Socio-Normative Processes

European Journal of Social Psychology

Eur. J. Soc. Psychol. 40, 1231–1250 (2010)

Published online 20 November 2009 in Wiley Online Library

(wileyonlinelibrary.com) DOI: 10.1002/ejsp.718

Research article

From prejudice to discrimination: The legitimizing role of perceived threat in discrimination against immigrants

CÍCERO PEREIRA^{1,2*}, JORGE VALA¹ AND RUI COSTA-LOPES¹

¹Instituto de Ciências Sociais da Universidade de Lisboa,
Portugal

²Pontifícia Universidade Católica de Goiás, Brasil

JOURNAL OF ETHNIC AND MIGRATION STUDIES

2020, VOL. 46, NO. 3, 574–592

<https://doi.org/10.1080/1369183X.2018.1550153>



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Taylor & Francis Group

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The impact of biological and cultural racisms on attitudes towards immigrants and immigration public policies

Alice Ramos^a, Cicero Roberto Pereira^{a,b} and Jorge Vala^a

^aInstitute of Social Sciences, University of Lisbon, Lisboa, Portugal; ^bFederal University of Paraíba, Cidade
Universitária, João Pessoa, Brazil

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ORIGINAL ARTICLE OPEN ACCESS

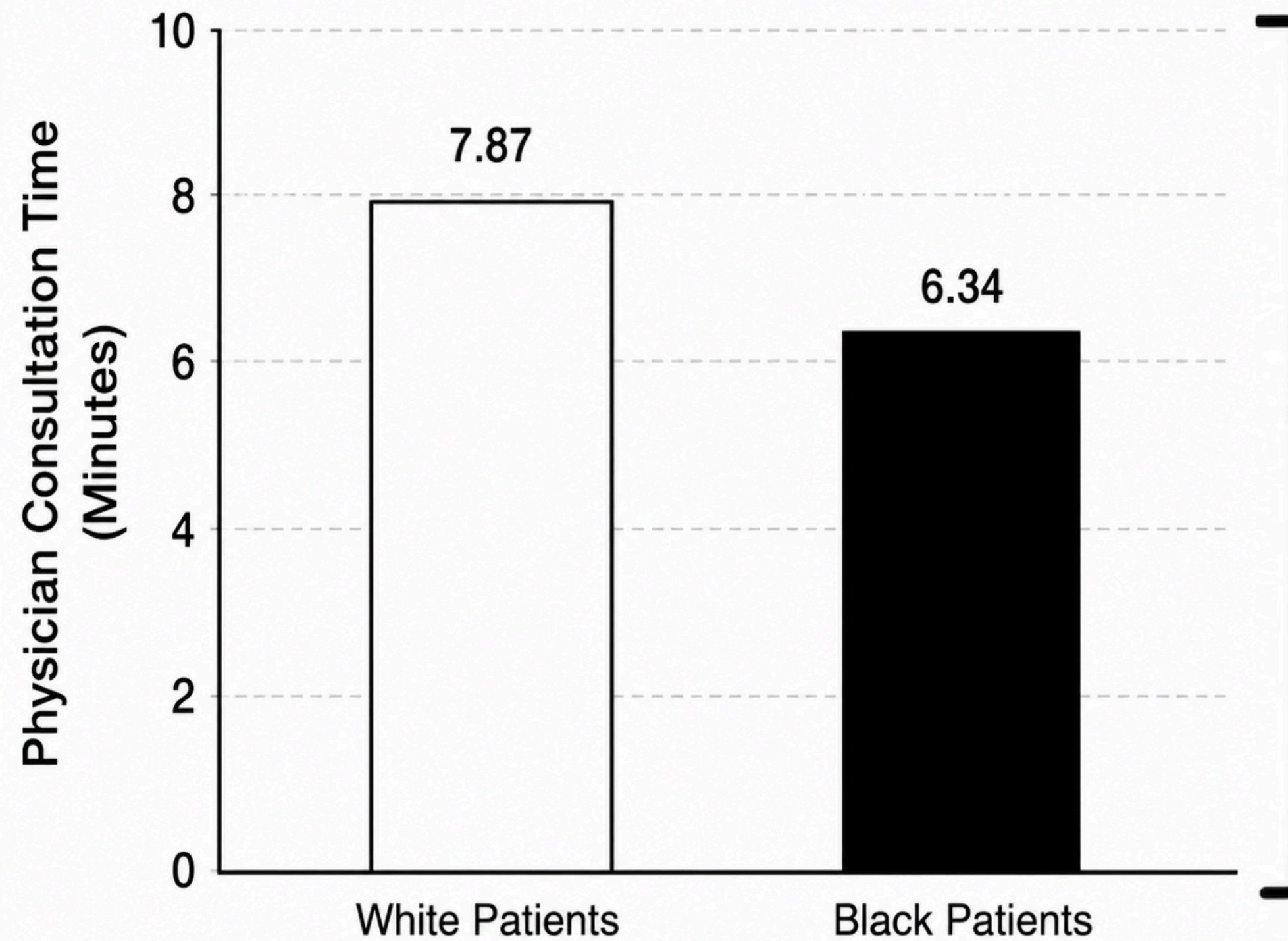
Political Ideology as Historically Situated Motivated Social Cognition: Understanding Right-Wing Conservatism in Brazil

Luana Elayne Cunha de Souza¹ | Tiago Jessé Souza de Lima¹ | Cícero Roberto Pereira² | Luciana Maria Maia³ |
Pollyana de Lucena Moreira⁴ | Mariana Costa Biermann⁵ | John T. Jost⁶

Evidence at the Implicit Level: System 1

The Intergroup Time Bias = Implicit discrimination in time investment

Longer Consultation Times for White than Black Patients



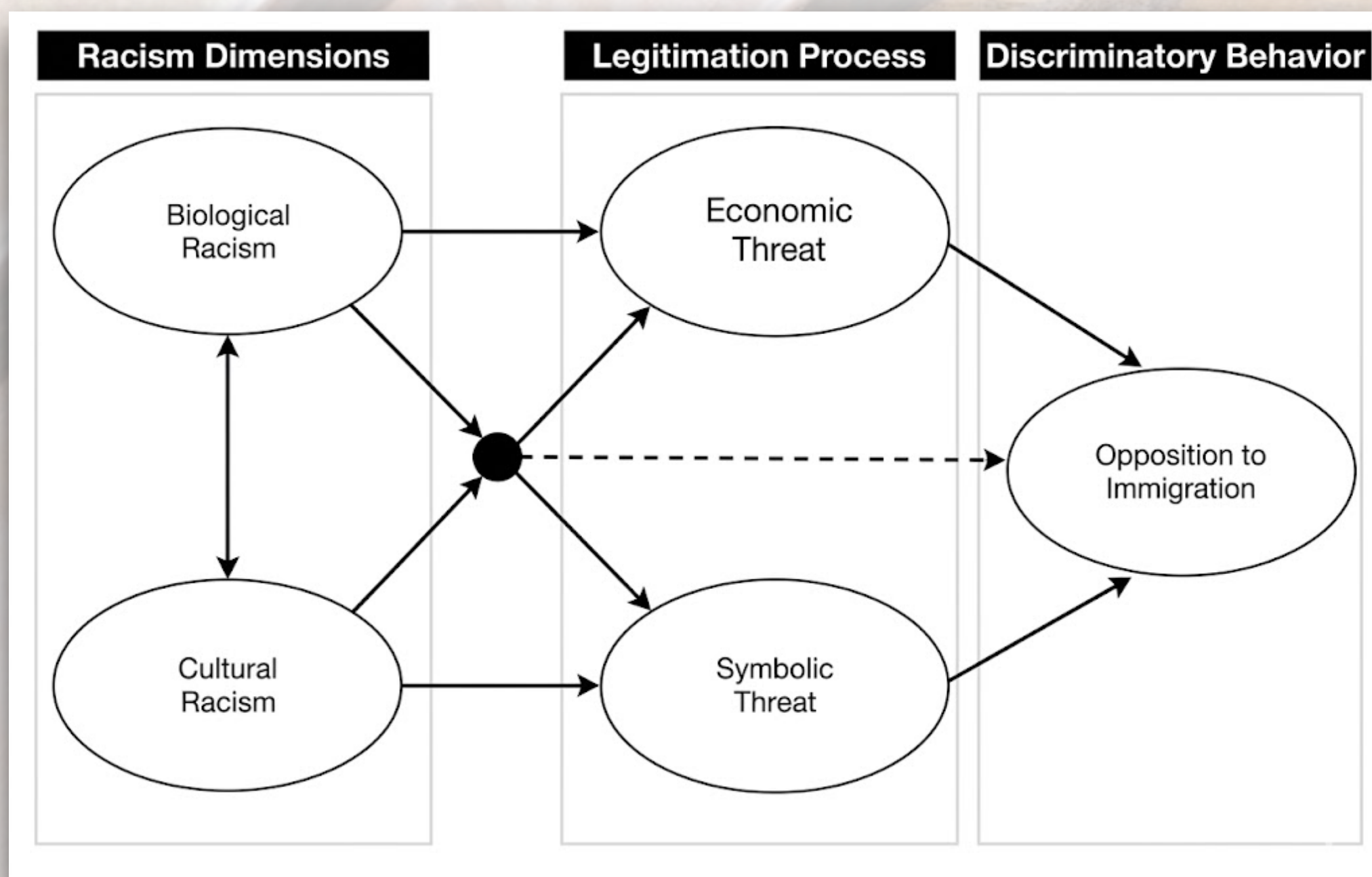
Implicit
Discrimination

Critical Consequences

- ⦿ Higher Diagnostic Accuracy for White than Black Patients
- ⦿ More Reliable Pain Assessment for White than Black Patients
- ⦿ Lower-Quality Medication Prescriptions for Black than White Patients

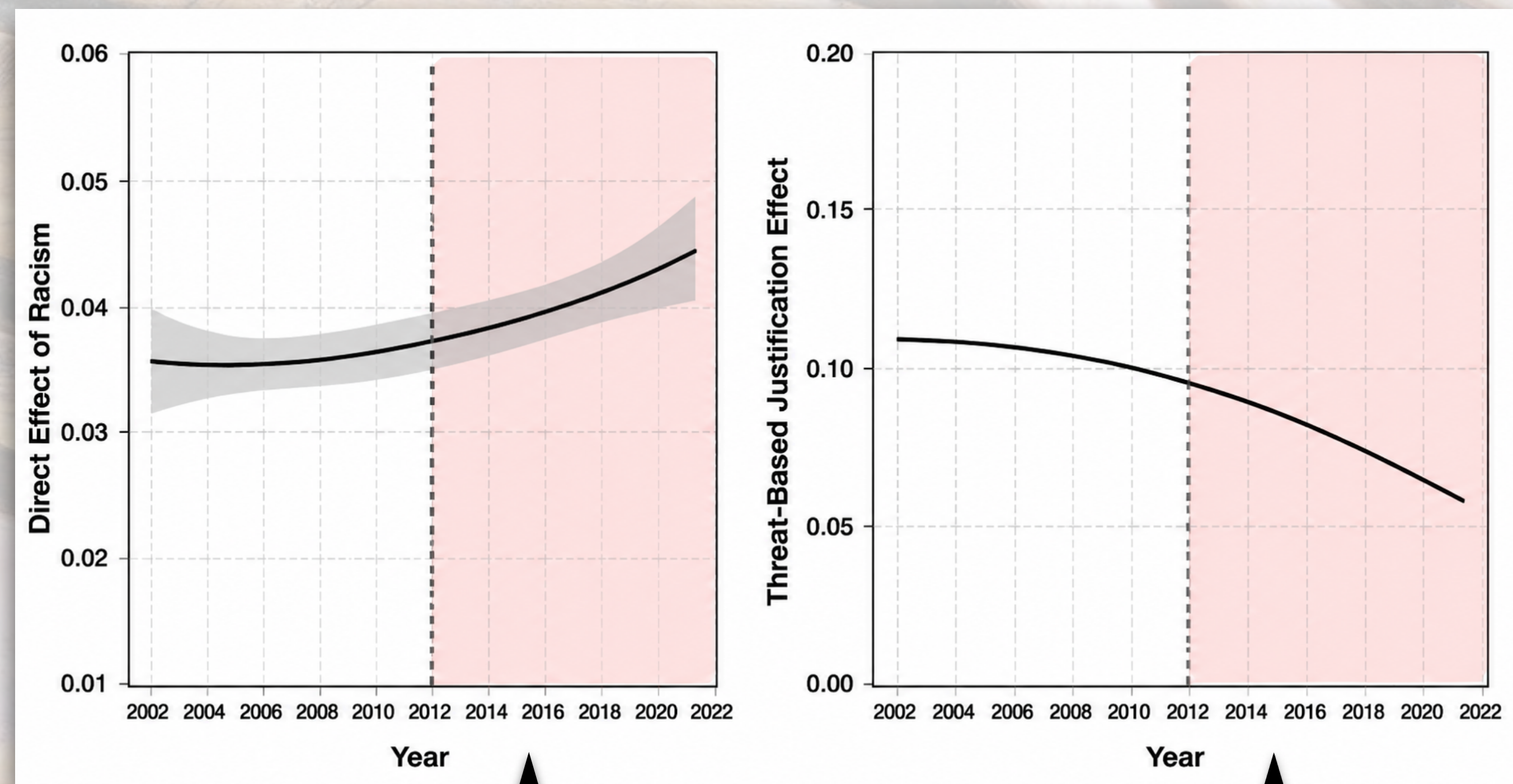
Evidence at the Deliberative Level: System 2

**ESS Round 7 (2014–2015): 20 European Countries
(39,860 participants)**



Justified Discrimination Model

**Data from all ESS rounds (2002-2023): 15 European Countries
(N = 313,061 participants)**



**The impact of racism on
discrimination is increasing in Europe**

**The need to justify discrimination
is declining in Europe**

Evidence at the Social Relations Level: Socio-Historical System

ANALYSIS OF BRAZILIAN STATE-LEVEL INDICATORS & INDIVIDUAL ATTITUDES (26 States, 1872-2022 Census)

STRUCTURAL WHITE PRIVILEGE

- More White population (1872)
- More White population (2022)
- Less Black population (2022)
- Human Development Index (2022)
- Agribusiness activity (2022)
- GDP per capita (2022)
- Lower Gini Index (2022)

STRUCTURAL ENSLAVEMENT

- Proportion of enslaved population (1872)
- More Black population (2022)
- Number of rescued enslaved workers (1995-2016)
- Number of rescued enslaved workers (2017-2022)
- Slavery Practice Permissiveness Index (2022)

Legacy

IMPACTS

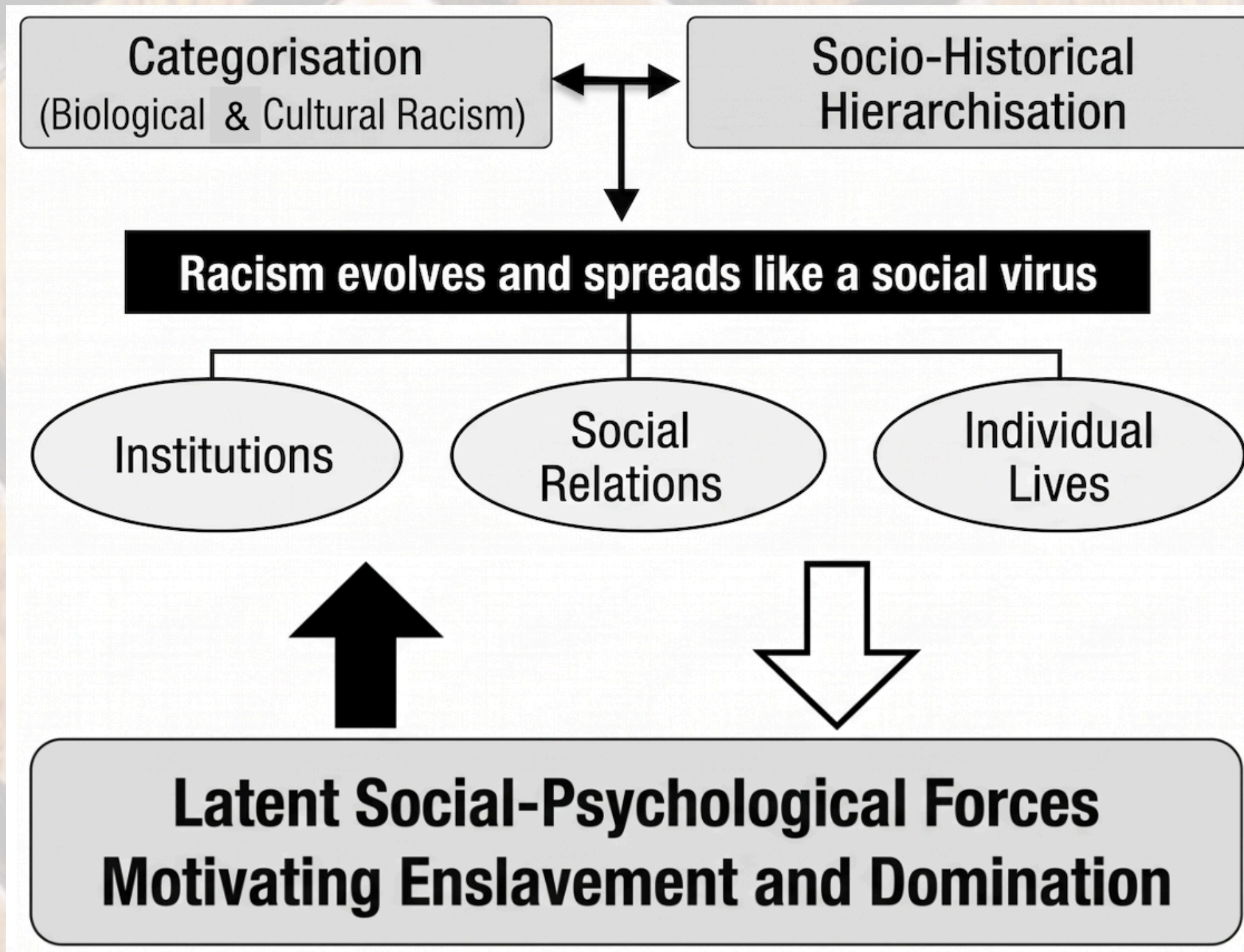
INDIVIDUAL ATTITUDES (2022 SURVEY DATA)

An individual-level far-right conservative political attitude

(Sample size: 1,553 adults)

Synthesis and Recommendations

Synthesis



Recommendations

1. Institutional-Structural Macro Level Practices:

- Diminish the gap between anti-racism discourse and the institutional discrimination;
- Audit institutional practices of indirect or systemic discrimination;
- Monitor discrimination processes in recruitment, border control, and access to social benefits and public services;
- Scrutinise Manifest and Latent Mechanisms that Legitimise Discrimination;
- Foster Conditions that Promote Positive Intergroup Contact

2. Individual, interpersonal, and intergroup levels:

- Confronting Enslavement-Based Language by correcting:
 - "People nowadays just don't accept to work for free to enrich privileged elites"
- Permanent Funding Programmes for:
 - Mental Health Initiatives that Support Victims of Discrimination
 - Anti-Racism Social Movements
 - Educational Awareness of Latent Forms of Enslavement-Based Social Relations

$$\text{Racism} = f(\text{Slavery-Based Social Relations})$$

How can we better combat discrimination based on "race" or ethnic origin?
Exploring and addressing the root causes

Muito Obrigado

| Many thanks | Merci beaucoup | Muchas gracias |

cicero.pereira@ics.ulisboa.pt