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NeuTral Rewriter: A Rule-Based and Neural Approach to Automatic Rewriting into Gender-Neutral Alternatives

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Abstract

Recent years have seen an increasing need for gender-neutral and inclusive language. Within the field of NLP, there are various mono- and bilingual use cases where gender inclusive language is appropriate, if not preferred due to ambiguity or uncertainty in terms of the gender of referents. In this work, we present a rulebased and a neural approach to gender-neutral rewriting for English along with manually curated synthetic data (WinoBias+) and natural data (OpenSubtitles and Reddit) benchmarks. A detailed manual and automatic evaluation highlights how our NeuTral Rewriter, trained on data generated by the rule-based approach, obtains word error rates (WER) below 0.18% on synthetic, in-domain and out-domain test sets.

1 Introduction

Recent years have seen an increasing need for gender-neutral and inclusive language. This need is reflected, among others, by a surge in the use of *singular they*, ¹ currently endorsed as part of APA style as the generic and gender-neutral pronoun. ² Within the field of Natural Language Processing (NLP), there are various monolingual and bilingual use cases where gender neutral and inclusive language is appropriate, if not preferred due to e.g. ambiguity in terms of the gender of referents. Section 3 provides a short outline of potential NLP use cases.

To support these use cases, we present a rule-based and a neural approach to gender-neutral rewriting along with manually curated benchmarks, both of which we provide open-access/source. ³

anonymous-until-publication/
NeuTralRewriter

First, a rule-based rewriter is implemented leveraging hand-written rules and an automatic error correction tool. Next, a neural rewriter is trained on output generated by the rule-based rewriter to remove the need for extensive pre-processing and the reliance on computationally expensive tools such as dependency parsers. Our manual and automatic evaluation show how the neural rewriter clearly improves over the rule-based approach with word error rates (WER) below 0.18% on synthetic, in-domain and out-domain test sets.

The main contributions of our work can be summarized as follows: (i) WinoBias+, an open-source manually curated extension of WinoBias (Zhao et al., 2018a) providing neutral alternatives for 3,167 sentences as well as a manually curated set of 1,000 natural sentences (domain: Reddit, Open-Subtitles), (ii) open-source code for rule-based and neural neutral rewriters which can convert (binary) gendered English sentences into their gender neutral counterparts, (iii) a detailed manual and automatic evaluation of errors made by the rule-based and neutral rewriter on synthetic and natural data.

2 Related Work

Recent years have seen an increase in research on gender and gender bias mitigation in NLP. While a relatively large body of research has focused on debiasing word embeddings (e.g., Bolukbasi et al., 2016; Font and Costa-jussà, 2019; Zhao et al., 2018c), our work is related to the generation of gender variants. We broadly distinguish between: (i) approaches that incorporate additional (meta-) information during training/testing allowing for a controlled generation of gender alternatives, and (ii) approaches that focus on gender rewriting. The synopsis will focus specifically on research related to the gender of human referents.

Within the field of Machine Translation (MT), Vanmassenhove and Hardmeier (2018); Vanmassenhove et al. (2019), and Basta et al. (2020) in-

^{1.} The pronoun 'they' was announced word of the year in 2019 according to Merriam Webster https://www.nytimes.com/2019/12/10/us/ merriam-webster-they-word-year.html

^{2.} https://apastyle.apa.org/

^{3.} https://github.com/

corporate meta-information in the form of gender tags on the source side to enable gender alternative target translations for ambiguous source sentences. Moryossef et al. (2019) propose a black-box approach by appending gender information to the target sentences using parataxis constructions at translation time. Bau et al. (2019) describe work on controlling linguistic features (a.o. gender) in Neural MT by identifying and (de)activating the relevant neurons. They show that gender is the most difficult feature to control with a success rate of 21% using the top five identified neurons.

Lu et al. (2020) uses a Counterfactual Data Augmentation (CDA) technique to augment data sets by creating gender alternative sentences to decrease gender bias. Their approach consists of swapping gendered words with their male/female counterparts (e.g. he:she, father:mother...). Their results indicate that a CDA approach outperforms a simple word embedding debiasing technique (Bolukbasi et al., 2016). Habash et al. (2019) and Alhafni et al. (2020) present gender-aware reinflection models for Arabic. Using an Arabic sentence and a target gender, the desired gender alternative is generated by re-inflecting the input.

It is worth noting that all the previously described approaches focus on generating binary (female/male) gendered alternatives or translations, while our work focuses on generating genderneutral alternatives. As such, the work that is most closely related to ours is Sun et al. (2021). Their work is contemporaneous to our submission. 4 Sun et al. (2021) present a rule-based and neural rewriter for the generation of gender-neutral singular they sentences as well as an evaluation benchmark ⁵ of 500 parallel sentences (gendered and genderneutral) from five domains (Twitter, Reddit, movie quotes, jokes). Their rule-based and neural rewriters are able to generate gender-neutral sentences with an error-rate below 1% (0.63% and 0.99% respectively). In terms of resources, compared to Sun et al. (2021), we provide larger synthetic and natural benchmarks. In terms of performance, although complicated due to the lack of a publicly available benchmark, our models are seemingly better with error-rates of 0.52 (rule-based) and 0.02 (neural) on the most comparable benchmark, i.e. Reddit data.

3 Use Cases

Generating neutral alternatives for gendered sentences has applications for various monolingual language generation tasks (e.g. automatic responses), where (i) one does not want to assume the gender of the referents, or (ii) one wants to present the user with various options. Similarly, in a bilingual setting, more specifically for MT, a neutral rewriter allows for the generation of gender neutral alternatives for genderless and gender-neutral source languages (Hungarian, Turkish, Persian, Swahili...) or null-subject source languages (Spanish, Chinese, Arabic, Bulgarian...). For illustration, Example (1) and (2) demonstrate how genderneutral alternatives can be useful in bilingual settings. Example (1) features a sentence in Armenian using the epicene (gender-neutral) pronoun 'bu' which can be either translated into 'he', 'she' or singular 'they'.

(1) HY : Նա բացեց դուռը

EN: **He**/She/They **opened the door.** ⁶

Similarly, Example (2) illustrates the possible translations of a null-subject source in Spanish which can be translated as "works in a company".

(2) ES: Trabaja en una empresa.

EN: He/She works in a company. 7

EN: They work in a company.

As a pre-processing step, rewriting into neutral alternatives could be useful to debias training data and thereby its embeddings (see a.o., Bolukbasi et al., 2016; Li et al., 2018; Gonen and Goldberg, 2019) and/or to obfuscate sensitive 'gender' features from real user data facing automatic profiling systems (Reddy and Knight, 2016; Shetty et al., 2018; Emmery et al., 2021).

4 Methodology & Experimental Setup

4.1 Datasets

All data is preprocessed using the Moses (de)tokenizer (Koehn et al., 2007). Training (Reddit) and test sets (WinoBias+, OpenSubtitles, Reddit) contain a balanced amount of the eight (binary) target pronouns/determiners : *he*, *she*, *her*(*s*), *his*, *him*, *him/herself*. ⁸

^{4.} Currently in arxiv pre-print.

^{5.} We contacted the authors to obtain their benchmark for comparison as it is currently not open-source, but have not been able to obtain it yet. We will nevertheless attempt to compare our result to theirs to the best of our ability.

^{6.} The translation in bold is the only one provided by Bing and Google Translate consulted on May 4, 2021.

^{7.} The translation in bold is the only one provided by Bing, Google Translate and DeepL consulted on May 4, 2021.

^{8.} For a set containing X sentences, we extracted at least X/8 sentences containing each form - a completely uniform

Reddit A set of 2,259,386 sentences (containing a total of 3M pronouns/determiners) was randomly sampled from Pushshift's Reddit snapshots (Baumgartner et al., 2020, including all subreddits) for the period of July–December 2019. This set we would later use for training our neural rewriter. Another set of 1,693 sentences (containing a total of 2K pronouns/determiners) extracted from Reddit in the same way would later be used as a development set. There are no overlaps between the two sets.

WinoBias+ an extension of the WinoBias benchmark, providing (manual) neutral alternatives for its 3,167 synthetic sentences, and corrections (e.g. for ungrammatical sentences ⁹) of the original dataset

OpenSubtitles, Reddit test additional sets of 1,000 (manually corrected) parallel sentences (500 for each set). The entire cleaned and extended version of the corpus—*WinoBias+*— the OpenSubtitles (Lison and Tiedemann, 2016), and Reddit benchmark is made publicly available under a CC BY-SA 4.0 ¹⁰ license. ¹¹

4.2 Rule-Based Rewriter

The rule-based rewriter (RBR), consists of two main components: (i) a rule-based pronoun rewriter, and (ii) an error-correction language model.

4.2.1 Rule-Based Pronoun Rewriter

Table 1 gives an overview of the binary forms and their gender-neutral alternatives. While most mappings are one-to-one, 'her' can be either a pronoun (e.g. 'I gave it to her.' \rightarrow 'I gave it to them.') or a possessive determiner (e.g. 'It is her book.' \rightarrow 'It is their book') and 'his' can be either a possessive determiner ('It is his book.' \rightarrow 'It is their book') or an independent possessive pronoun ('The book is his.' \rightarrow 'The book is theirs'). To disambiguate these forms, the POS tagger and dependency parser from Stanza (Qi et al., 2020) were used. ¹²

distribution was not achievable due to the fact that multiple pronouns/determiners can be present in a single sentence.

binary	\rightarrow	gender-neutral
he, she	\rightarrow	they
him	\rightarrow	them
her	\rightarrow	them, their
his	\rightarrow	their, theirs
hers	\rightarrow	theirs
him/herself	\rightarrow	themselves 13

TABLE 1 – Mapping binary pronouns/determiners to their gender-neutral alternatives.

3 rd person	\rightarrow	plural
works	\rightarrow	work
has	\rightarrow	have
is	\rightarrow	are

TABLE 2 – Subject-verb agreement correction examples.

Following the guidelines from the European Parliament for gender neutral language 14 , we provide an option to change gendered English animate nouns ('chair(wo)man' \rightarrow 'chairperson', 'bar(wo)man' \rightarrow 'bartender'...), unnecessary feminine forms of animate nouns (e.g. 'actress' \rightarrow 'actor', 'heroine' \rightarrow 'hero'...), and generic uses of 'man' (e.g. 'freshman' \rightarrow 'first-year student', 'manmade' \rightarrow 'human-made'...). 15

4.2.2 Subject-Verb Agreement Correction

The nominative pronouns (he and she) can be replaced by they. However, if they are in agreement with a simple present tense verb (or the verb 'to be') the 3^{rd} person form/ending should be replaced by a plural one (see Table 2). To address this, we used a Python wrapper for LanguageTool, an open-source grammar, style and spell corrector. ¹⁶ We limited the correction to grammar mistakes to avoid additional changes (e.g. insertion of commas, different word choices, removal of whitespaces...).

4.3 Neural Rewriter

We trained a Transformer model (Vaswani et al., 2017) using FAIRSEQ (Ott et al., 2019)—following the setup of (Sun et al., 2021) for comparison. For training we used the 2,259,386 Reddit sentences as source and their gender-neutral alternatives as

^{9.} For example, the original WinoBias sentence "The laborer handed the application to the editor because she *want* the job." is corrected into "The laborer handed the application to the editor because she *wanted* the job."

^{10.} https://creativecommons.org/
licenses/by-sa/4.0/
11. https://github.com/vnmssnhv/
NeuTralRewritter

^{12.} The 'his' ambiguity can only be resolved using a dependency parser since the xpos and upos tags do not differ when 'his' is used as a independent or dependent possessive.

^{13. &#}x27;Themselves' is preferred over 'themself' according the APA guidelines: https://apastyle.apa.org/style-grammar-guidelines/grammar/singular-they

^{14.} https://www.europarl.europa.eu/cmsdata/151780/GNL_Guidelines_EN.pdf

^{15.} The complete list of nouns included can be found in the appendix.

^{16.} https://pypi.org/project/language-tool-python/

Error Classes		Ru	ile-Based	1	Neural		
Liloi	Classes	WB+	OpenS	Red	WB+	OpenS	Red
	SVA	9	16	11	0	5	0
	corr.	0	0	11	0	0	0
LM	's (has)	0	1	7	0	1	0
	space	0	0	3	0	0	4
	other	0	0	3	0	0	0
POS	error	12	0	3	0	0	0
103	source	0	0	2	0	0	0
отн.	cap.	0	4	2	0	1	0
0111.	ungram.	0	2	0	0	0	0
	rule	0	1	1	0	1	0
	UNK	0	0	0	0	0	2
# of	# of errors		24	43	0	8	6

TABLE 3 – Error classification and counts on the Wino-Bias+, OpenSubtitles and Reddit test set for the Rule-Based and Neural approach.

target; for validation we used the 1,693 Reddit sentences and their neutral alternatives (see Section 4.1). The gender-neutral alternatives, i.e. the target sides, are generated by applying the RBR on the original dataset. All hyperparameters and their values are listed in the Appendix along with the preprocessing and training commands and options.

5 Results & Discussion

Both rewriters were (manually) evaluated on synthetic (WinoBias+) and natural (Reddit, OpenSubs) evaluation benchmarks.

5.1 Manual Evaluation

Table 3 presents a detailed overview of the errors per test set for the Rule-Based and Neural approach. An overview and explanation of all error labels can be found in the Appendix.

Rule-Based Approach The errors can be divided broadly into "language model" (LM), "postag" (POS) and "other" errors. WinoBias+ consists of 3167 sentences. Only 21 of the synthetic sentences were rewritten incorrectly. Issues arose either due to incorrect disambiguation ('her' → 'them' (pronoun) instead of 'their' (determiner)) or due to incorrect subject-verb agreement (SVA).

The RBR struggled more with the noisy, often ungrammatical, natural data from OpenSubtitles and Reddit. The main issues observed are incorrect SVA, additional corrections by the language tool (unrelated to gender neutrality, e.g. $cause \rightarrow because$) and incorrect disambiguation of "'s". ¹⁷

WER (%)	WB+	OpenS	Reddit	Sun et al. (2021)
BASE	8.76	14.09	11.02	12.40
RBR	0.06	0.45	0.52	0.63
NR	0.00	0.18	0.02	0.99

TABLE 4 – WER on the synthetic WinoBias+ (WB+) test set and natural Reddit and OpenSubtitles benchmark vs WER obtained by Sun et al. (2021).

Neural Approach Interestingly, and in contrast with the findings described in Sun et al. (2021), our neural model trained on the rule-based generated training data, outperforms the rule-based approach. The error analysis reveals that the neural model resolves many of the longer distance SVA issues, the disambiguation of "'s" and errors that occurred due to incorrect postags.

No errors were made on the synthetic WinoBias+data. Errors on the in-domain Reddit data were due to the removal of additional spaces (4 errors) or because of an unknown character/emoji (2 errors). On the out-of-domain OpenSubtitles set, we noted 8 errors the majority of which due to incorrect SVA (5 errors).

5.2 Automatic Evaluation

For comparison, we employed the same metric as Sun et al. (2021): WER. A combination of the baseline WER (indicating the amount of changes needed in order to change to gender-neutral alternatives), and the WER computed between the correct neutral forms and the automatically generated forms provides insights into the performance of both approaches.

Given that Sun et al. (2021) use an evaluation benchmark of 500 sentences consisting of Twitter, Reddit, jokes and movie quotes data, its performance is probably most comparable to the scores we obtained on the Reddit set. Like the manual evaluation, and in contrast with Sun et al. (2021), the automatic evaluation (Table 4) confirms that our neural approach is able to generalize over the rulebased generated data, outperforming it with error rates below 0.18% (0.0% (WB+), 0.18% (Open-Subtitles) and 0.02% (Reddit)). Furthermore, these error rates are all substantially lower than those reported by Sun et al. (2021). We hypothesize this is due to the better performance of the RBR (confirmed as well by the automatic/manual evaluation) leading to better source (gendered)–target (neutral) training data for the NMT model.

We ought to note that WER does not take into

^{17.} e.g. He's worked. \rightarrow They are worked. instead of They have worked.

account the removal of superfluous spaces (e.g. before the first character of a sentence, double spaces instead of a single one). We only observed the removal of such spaces by the neural rewriter on the Reddit data (see detailed manual analysis presented in Table 3).

6 Conclusion

This paper presents a rule-based and a neural gender-neutral rewriter for English. First, the rule-based approach was implemented, leveraging hand-written rules and an automatic error correction tool. Using the RBR, we generated a parallel gendered-to-neutral corpus on which an NMT system was trained. The NMT model removes the need for computationally expensive pre-processing steps and, according to the manual and automatic evaluation, outperforms the RBR on synthetic, in-domain and out-domain benchmarks. Along with our open-access/source code, we also provide three manually curated benchmarks for neutral rewriting.

For now, the neutral rewriter is limited to English using 'singular they' and recommendations for gender neutral writing specific to the English language. It is, in theory, possible to extend this approach (or a similar one) to other languages. However, so far, few languages have a crystallized approach when it comes to gender-neutral pronouns and gender-neutral word endings.

In future work, we intend to explore potential applications of the neutral rewriters (e.g. gender debiasing of corpora). We furthermore plan to extend our work to gender-neutral rewriting targeting specific referents within a sentence to accommodate the gender preferences of individual referents.

Ethics statement

Neutral Rewriter Application The Neutral Rewriter is intended to provide gender-neutral alternatives and increase the inclusiveness of NLP/MT applications. The rewriter can furthermore be used as a preprocessing step to obfuscate a potentially sensitive gender attribute from training data.

At this stage, the rewriter works on a sentencelevel and does not allow for rewriting pronouns or determiners of specific referents. We followed the guidelines of the European Parliament for gender neutral language and provide an option to change gendered animate nouns, unnecessary feminine forms of animate nouns and generic uses of the word 'man' based on non-exhaustive word lists. **Datasets** We present three openly available English benchmarks: (i) WinoBias+, (ii) OpenSubtitles and (iii) Reddit. (i) WinoBias+ consists of a curated and extended version of the synthetic WinoBias (Zhao et al., 2018b) dataset, distributed under the MIT License. ¹⁸ (ii) The open-source Open-Subtitles (Lison and Tiedemann, 2016) ¹⁹ data was used to randomly sample a subset for the Open-Subtitles benchmark. OpenSubtitles is distributed under a Creative Commons license. ²⁰ (iii) The Reddit dataset was collected through the third-party snapshots of Reddit's publicly available API at https://pushshift.io. It is subject to Reddit's own User Agreement and Privacy Policy and covers the *free and public sharing of user data*. ²¹

The neutral alternatives for the three benchmarks were manually created by a linguist. The curation rationale behind the selected datasets is summarized as follows. WinoBias was selected as it is one of the few benchmarks for gender bias in NLP. We extended it with gender-neutral alternatives. The natural Reddit and OpenSubtitles dataset allowed us to verify the robustness of the rewriters on more noisy and diverse data sets. The OpenSubtitles and Reddit datasets contain variety in terms of language and English social dialects. Training and test sets contain a balanced amount of the eight (binary) target pronouns/determiners. For a set containing X sentences, we extracted at least X/8 sentences containing each form - a completely uniform distribution was not achievable due to the fact that multiple pronouns/determiners can be present in a single sentence.

Carbon statement The neural model presented in this work has an ecological footprint equivalent to 1.68kg of CO2 emissions. ²² The training time, consumption and carbon emission can be found in Table 5.

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^{18.} https://opensource.org/licenses/MIT

^{19.} http://www.opensubtitles.org/

^{20.} Attribution-Non Commercial 4.0 International

^{21.} See https://www.redditinc.com/policies/user-agreement and https://www.redditinc.com/policies/privacy-policy respectively.

^{22.} Contribution based on GPU power consumption at training the NeuTral rewriter model.

Elapsed	Avg. power	kWh	CO2
time (h)	draw		(kg)
6.2	147.37	2.64	1.68 ± 0.13

TABLE 5 – Train time, consumption and carbon emissions related to the training of the NeuTral rewriter.

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A Appendix

The appendix provides additional information on generation of gender-neutral alternatives (Section A.1), the error labels and analysis (Section A.2) and the training hyperparameters of the Neural Machine Translation model (Section A.3.1).

A.1 Advanced Rewriter

The advanced rewriter includes rewriting of gender-marked job titles (chairman, anchorman...), rewriting of unnecessary feminine forms (actress, comedienne, waitress...), avoidance of construction using a generic form of 'man' ('average man', 'man and wife'...), and rewriting of titles ('Mrs' and 'Miss').

A.1.1 Gender-neutral alternatives for gender-marked job titles

chairman → chairperson businessman → business person chairmen → chairperson businessmen → business person chairwoman → chairperson businesswoman → business person chairwomen → chairpeople businesswomen → business person chairwomen → chairpeople businesswomen → business person chairwoman → chairpeople businesswomen → business person chairwoman → chairpeople businesswomen → business person chairwoman → chairpeople business person business person business person business person business person business person business person postwomen → mail carrier anchorwoman → anchors postwomen → mail carriers congresswoman/congressman mailman/mailwoman mail carriers congresswoman → member of congress mailman → mail carriers congresswoman → members of congress mailwoman → mail carriers policeman/policewoman salesman/saleswo	chairmar	n/woman	businessr	nan/woman	
chairwoman → chairperson business yerson chairwomen → chairpeople businesswomen → business person anchorman/woman postman/postwoman anchorman → mail carrier anchorman → anchors postmen → mail carrier anchorwomen → anchors postwoman → mail carrier anchorwomen → anchors postwomen → mail carrier anchorwomen → anchors postwomen → mail carrier anchorwomen → anchors postwomen → mail carriers congresswoman/congressman mailman/mailwoman → mail carriers congresswoman-bers of congress mailman → mail carriers congresswoman → members of congress mailwomen → mail carriers congresswomen → members of congress mailwomen → mail carriers congresswomen → members of congress mailwomen → mail carriers congresswomen → members of congress mailwomen → mail carriers policeman/policewoman salesman/saleswoman → salesperson policeman police officer sal	chairman → c	chairperson	businessman	→ business person	
chairwomen → chairpeople business people anchorman/woman postman/postwoman anchorman → anchor postman → mail carrier anchormen → anchors postmen → mail carriers anchorwomen → anchors postwoman → mail carriers anchorwomen → anchors postwomen → mail carriers congresswoman/congressman mailman/mailwoman → mail carriers congressman → member of congress mailman → mail carrier congressmen → members of congress mailman → mail carrier congresswoman → members of congress mailwoman → mail carriers congresswomen → members of congress mailwoman → mail carriers congresswomen → members of congress mailwoman → mail carriers congresswomen → members of congress mailwoman → mail carriers congresswomen → members of congress mailwoman → mail carriers congresswomen → members of congress mailwomen → mail carriers	chairmen → o	chairpeople	businessmen	→ business people	
chairwomen → chairpeople business people anchorman/woman postman/postwoman anchorman → anchor postman → mail carrier anchormen → anchors postmen → mail carriers anchorwomen → anchors postwoman → mail carriers anchorwomen → anchors postwomen → mail carriers congresswoman/congressman mailman/mailwoman → mail carriers congressman → member of congress mailman → mail carrier congressmen → members of congress mailman → mail carrier congresswoman → members of congress mailwoman → mail carriers congresswomen → members of congress mailwoman → mail carriers congresswomen → members of congress mailwoman → mail carriers congresswomen → members of congress mailwoman → mail carriers congresswomen → members of congress mailwoman → mail carriers congresswomen → members of congress mailwomen → mail carriers	chairwoman → c	chairperson	businesswoman	→ business person	
anchorman anchorman anchormen anchors anchorwoman anchor anchorwoman anchor anchorwoman anchor anchorwoman anchor anchorwoman anchor anchorwoman anchors postwoman mail carrier mailman/mailwoman mail carrier mailman mail carrier mailwoman mailwoman mail carrier mailwoman mailwoman mailwoman mailcarrier mailwoman mailwoman mailwoman mailwoman mailwoman mailwoman mailwom	chairwomen → o	chairpeople	businesswomen	→ business people	
anchormen anchorwoman anchor anchorwoman anchor anchorwoman anchor anchorwoman anchors anchors postwoman anchors anchorwoman anchors anchors postwoman anchors anchors anchors postwoman anchors anchors anchors anchors postwoman anchors anchors anchors postwoman anchors anchor anchors anchors postwoman anchors anchor anchors anchors anchors anchors anchors anchor anchors anchors	anchorma	ın/woman	postman/postwoman		
anchorwoman — anchor postwoman — mail carrier anchorwomen — anchors postwomen — mail carriers congresswoman/congressman mailman/mailwoman congressman — member of congress mailman — mail carriers congressmen — members of congress mailman — mail carrier congresswoman — member of congress mailwoman — mail carriers congresswoman — member of congress mailwoman — mail carriers congresswomen — members of congress mailwoman — mail carriers policeman/policewoman — salesman/saleswoman policeman — police officer salesman — salesperson policewoman — police officer salesman — salesperson policewoman — police officer saleswoman — salesperson policewomen — police officer saleswoman — salesperson policewomen — police officer saleswoman — salesperson fireman/firewoman spokesman — spokesperson fireman — firefighter spokeswom — spokesperson fireman — firefighter spokeswom — spokesperson firewoman — firefighter spokeswomen — spokesperson firewoman — firefighters steward/stewardess — flight attendant barman — bartender stewards — flight attendant barman — bartender stewardess — flight attendants barmen — bartender stewardesses — flight attendants barwoman — bartender stewardesses — flight attendants barwoman — bartender stewardesses — flight attendants barwoman — bartender stewardesses — principal — cleaning man — cleaner — headmaster — principal — cleaning man — cleaner — headmasters — principal — cleaning man — cleaner — headmasters — principal — cleaning man — cleaner — headmistresse — principal — cleaning man — cleaner — headmistresse — principal — cleaning man — cleaner — headmistresse — principal — cleaning man — cleaner — headmistresse — principal — cleaning man — cleaner — headmistresse — principal — cleaning man — cleaner — headmistresse — principal — cleaning man — cleaner — headmistresse — principal — cleaning man — cleaner — headmistresse — principal — cleaning men — cleaner — headmistresse — principal — cleaning men — cleaner — headmistresse — principal — cleaning men — cleaner — headmistresse — principal — cleaning me	$anchorman \rightarrow a$	anchor	postman	→ mail carrier	
anchorwomen anchorwomen anchors postwomen mail carriers congresswoman/congressman mailman/mailwoman congressman member of congress mailman mail carrier mail carriers mailman mailman mail carriers mailman mailcarriers mailman mailcarrier mailcarriers mailwaman mailcarriers mailwaman mailcarriers mailwaman mailcarriers mailwaman mailcarriers mailwaman mailcarriers mailwaman salesman/saleswoman salesman saleswoman salesman salesperson policeoman spokesman spokesman	anchormen \rightarrow a	anchors	postmen	→ mail carriers	
congresswoman/congressman mailman/mailwoman congressman → member of congress congressman → members of congress congresswoman → members of congress congresswoman → members of congress mailwoman → mail carrier congresswomen → members of congress mailwoman → mail carrier congresswomen → mail carrier policeman → police officer policeman → police officer policewoman → salesman policewoman → police officer saleswoman → salesperson policewomen → police officer saleswoman → salesperson policewomen → police officer saleswomen saleswoman → salesperson policewomen → police officer saleswomen saleswardwoman fireman/firewoman spokesman/woman fireman/firewoman spokespersons fireman/firewoman spokespersons fireman → firefighter spokeswoman	anchorwoman → a	anchor	postwoman	→ mail carrier	
congressman → member of congress mailman → mail carrier congresswoman → member of congress mailwoman → mail carriers congresswoman → members of congress mailwoman → mail carriers mailwoman → mail carriers policeman/policewoman salesman/saleswoman policeman → police officer salesman → salesperson policewoman → police officer saleswoman → salesperson policewoman → spokesperson spokesman/woman fireman/firewoman spokesman → spokesperson fireman → firefighter spokeswoman → spokesperson spokeswoman → spokesperson spokeswoman → spokesperson spokeswoman → spokesperson spokeswoman → firefighter spokeswoman → spokesperson spokeswoman → firefighter spokeswoman → fight attendant barman → bartender steward → flight attendant barman → bartender stewardess → flight attendant barwoman → bartender stewardesse → flight attendant barwoman → bartender stewardesse → flight attendant barwoman → bartender stewardesses → flight attendants barwoman → bartender stewardesses → flight attendants barwoman → bartenders stewardesses → flight attendants barwoman → bartenders tewardesses → flight attendants barwoman → cleaner headmaster/mistress cleaning man/lady headmaster → principal cleaning man → cleaner headmasters → principal cleaning man → cleaner headmasters → principal cleaning man → cleaner foreman/forewoman foreman → supervisor foremen → supervisor foremen → supervisor forewoman → supervisor foremen → supervisor forewoman → supervisor forewoman → supervisor forewoman → supervisor	anchorwomen \rightarrow a	anchors	postwomen	→ mail carriers	
congressmen → members of congress mailmen → mail carriers congresswoman → members of congress mailwoman → mail carriers congresswomen → members of congress mailwomen → mail carriers policeman → police officer salesman → salesperson policemen → police officer salesman → salespersons policewoman → police officer saleswoman → salesperson policewomen → police officer saleswoman → salesperson spokesman/woman fireman/firewoman spokesman → spokesperson fireman → firefighter spokeswoman → spokesperson firewoman → firefighter spokeswoman → spokesperson firewoman → firefighter spokeswomen → spokesperson firewoman → firefighters steward/stewardess barman/barwoman barman/barwoman steward → flight attendant barman → bartender stewardess → flight attendants barwoman → bartenders stewardes	congresswoma	n/congressman	mailman/	mailwoman	
congresswoman → member of congress mailwoman → mail carrier congresswomen → members of congress mailwoman → mail carriers policeman/policewoman salesman/saleswoman policeman → police officer salesman → salesperson policewomen → police officers salesmen → salesperson policewoman → police officers saleswoman → salesperson policewomen → police officers saleswoman → salesperson spokesman/woman fireman/firewoman spokespersons spokesman → spokesperson fireman → firefighter spokeswoman → spokespersons firewoman → firefighter spokeswoman → spokespersons firewoman → firefighter spokeswomen → spokespersons firewoman → firefighters steward/stewardess barman/barwoman steward/stewardess barman/barwoman steward → flight attendant barman → bartender stewardess → flight attendants barwoman → bartenders stew			mailman	→ mail carrier	
congresswomen → members of congress mailwomen → mail carriers policeman/policewoman salesman/saleswoman policeman → police officer salesman → salesperson policemen → police officer salesmen → salespersons policewoman → police officer saleswoman → salespersons policewomen → police officers saleswomen → salespersons spokesman/woman fireman/firewoman spokesman → spokesperson firemen → firefighter spokeswoman → spokesperson firewoman → firefighter spokeswomen → spokesperson firewomen → firefighter steward/stewardess barman/barwoman steward/stewardess barman/barwoman stewardess → flight attendant barwoman → bartender stewardess			mailmen	→ mail carriers	
policeman/policewoman salesman/saleswoman policeman				→ mail carrier	
policeman policeman policeman police officer policewoman police officer saleswoman policewoman police officer saleswoman policewoman polic	congresswomen → 1	members of congress	mailwomen	→ mail carriers	
policemen → police officers salesmen → salespersons			salesman/	saleswoman	
policemen → police officers salesmen → salespersons	policeman → 1	police officer	salesman	→ salesperson	
policewomen policewomen policewomen policewomen policewomen policewomen policewomen policewomen policewomen pokesman/woman pokesman pokesperson pokesp	policemen → p	police officers	salesmen	→ salespersons	
spokesman/woman fireman/firewoman spokesman	policewoman -> 1	police officer	saleswoman	→ salesperson	
spokesman — spokesperson fireman — firefighter spokesmen — spokesperson firemen — firefighter spokeswoman — spokesperson firewoman — firefighter spokeswoman — spokesperson firewoman — firefighter spokeswomen — spokesperson firewoman — firefighter steward/stewardess barman/barwoman steward — flight attendant barman — bartender stewards — flight attendant barman — bartender stewardess — flight attendant barwoman — bartender stewardesse — flight attendant barwoman — bartender stewardesses — principal cleaning man — cleaner headmaster — principal cleaning man — cleaner headmasters — principal cleaning man — cleaner headmistresse — principal cleaning men — cleaner headmistresses — principals cleaning ladies — cleaners foreman/forewoman foreman — supervisor forewoman — supervisor forewoman — supervisor forewoman — supervisor	policewomen -> 1	police officers	saleswomen	→ salespersons	
spokesmen → spokespersons firemen → firefighters spokeswoman → spokesperson firewoman → firefighter spokeswomen → spokespersons firewomen → firefighters steward/stewardess barman/barwoman steward → flight attendant barman → bartender stewards → flight attendants barmen → bartenders stewardesse → flight attendant barwoman → bartenders stewardesses → flight attendants barwoman → bartenders headmaster/mistress cleaning man/lady cleaning man/lady headmaster → principal cleaning man → cleaner headmasters → principals cleaning lady → cleaners headmistress → principal cleaning men → cleaners headmistress → principals cleaning ladies → cleaners foreman/forewoman foreman/forewoman foreman/forewoman foremen → supervisors forewoman → supervisors	spokesma	ın/woman	fireman/firewoman		
spokesmen → spokespersons firemen → firefighters spokeswoman → spokesperson firewoman → firefighter spokeswomen → spokespersons firewomen → firefighters steward/stewardess barman/barwoman steward → flight attendant barman → bartender stewards → flight attendants barmen → bartenders stewardesse → flight attendant barwoman → bartenders stewardesses → flight attendants barwoman → bartenders headmaster/mistress cleaning man/lady cleaning man/lady headmaster → principal cleaning man → cleaner headmasters → principals cleaning lady → cleaners headmistress → principal cleaning men → cleaners headmistress → principals cleaning ladies → cleaners foreman/forewoman foreman/forewoman foreman/forewoman foremen → supervisors forewoman → supervisors	spokesman → s	spokesperson	fireman	→ firefighter	
spokeswomen → spokespersons firewomen → firefighters steward/stewardess barman/barwoman steward → flight attendant barmen → bartender stewards → flight attendants barmen → bartenders stewardess → flight attendants barwoman → bartenders stewardesses → flight attendants barwoman → bartenders headmaster/mistress cleaning man/lady headmaster → principal cleaning man → cleaner headmistress → principals cleaning lady → cleaners headmistress → principal cleaning men → cleaner headmistresses → principals cleaning ladies → cleaners foreman/forewoman cleaning ladies → cleaners foreman → supervisor foremen → supervisors forewoman → supervisors forewoman + supervisors	spokesmen → s	spokespersons	firemen	→ firefighters	
steward/stewardess barman/barwoman steward → flight attendant barman → bartender stewards → flight attendants barwoman → bartenders stewardess → flight attendant barwoman → bartender stewardesse → flight attendants barwoman → bartender stewardesse → flight attendants barwoman → bartenders stewardesses → flight attendants barwoman → bartenders headmaster/mistress Cleaning man → cleaner headmaster → principals Cleaning man → cleaner headmistress → principals Cleaning men → cleaner headmistresses → principals Cleaning men → cleaner headmistresses → principals Cleaning ladies → cleaners foreman/forewoman foreman → supervisor foremen → supervisors forewoman → supervisor	spokeswoman → s	spokesperson			
steward → flight attendant stewards → flight attendants barman → bartender stewardss → flight attendant stewardesse → flight attendant barwoman → bartender stewardesse → flight attendants barwomen → bartender stewardesses → flight attendants barwomen → bartenders headmaster/mistress cleaning man/lady headmaster → principal cleaning man → cleaner headmasters → principals cleaning lady → cleaners headmistress → principal cleaning men → cleaner headmistresses → principals cleaning ladies → cleaners foreman/forewoman foreman / supervisor foremen → supervisor forewoman → supervisor	spokeswomen → s	spokespersons	firewomen	→ firefighters	
stewards → flight attendants barmen → bartenders stewardess → flight attendant barwoman → bartender stewardesses → flight attendants barwomen → bartenders headmaster/mistress cleaning man /lady headmaster → principal cleaning lady → cleaner headmasters → principals cleaning lady → cleaners headmistress → principal cleaning men → cleaner headmistresses → principals cleaning ladies → cleaners foreman/forewoman cleaning ladies → cleaners foreman → supervisors supervisors forewoman → supervisors	steward/s	tewardess	barman/barwoman		
stewardess → flight attendant barwoman → bartender stewardesses → flight attendants barwomen → bartenders headmaster/mistress cleaning man/lady headmaster → principal cleaning man → cleaner headmasters → principals cleaning lady → cleaners headmistress → principal cleaning men → cleaner headmistresses → principals cleaning ladies → cleaners foreman/forewoman foreman → supervisor forewoman → supervisors forewoman → supervisor	steward -> f	flight attendant	barman	→ bartender	
stewardesses → flight attendants barwomen → bartenders headmaster/mistress cleaning man/lady headmaster → principal cleaning man → cleaner headmasters → principals cleaning lady → cleaners headmistress → principal cleaning men → cleaner headmistresses → principals cleaning ladies → cleaners foreman/forewoman foreman/forewoman foreman → supervisors foremen → supervisors forewoman → supervisors forewoman			barmen	→ bartenders	
headmaster/mistress cleaning man/lady headmaster → principal cleaning man → cleaner headmasters → principals cleaning lady → cleaners headmistress → principal cleaning men → cleaner headmistresses → principals cleaning ladies → cleaners headmistresses → principals cleaning ladies → cleaners foreman/forewoman foreman → supervisor foremen → supervisors forewoman → supervisor	stewardess -> 1	flight attendant	barwoman	→ bartender	
headmaster → principal cleaning man → cleaner headmasters → principals cleaning lady → cleaners headmistress → principal cleaning men → cleaner headmistresses → principals cleaning ladies → cleaners foreman/forewoman cleaning ladies → cleaners foreman → supervisor forewoman → supervisors forewoman → supervisors	stewardesses \rightarrow 1	flight attendants	barwomen	→ bartenders	
headmasters → principals cleaning lady → cleaners headmistress → principal cleaning men → cleaner headmistresses → principals cleaning ladies → cleaners foreman/forewoman foreman → supervisor foremen → supervisors forewoman → supervisors	headmaste	er/mistress			
headmasters → principals cleaning lady → cleaners headmistress → principal cleaning men → cleaner headmistresses → principals cleaning ladies → cleaners foreman/forewoman foreman → supervisor foremen → supervisors forewoman → supervisors			cleaning man	→ cleaner	
headmistress → principal cleaning men → cleaner headmistresses → principals cleaning ladies → cleaners foreman/forewoman → supervisor foremen → supervisors forewoman → supervisors	headmasters → p	principals	cleaning lady	→ cleaners	
headmistresses → principals cleaning ladies → cleaners foreman/forewoman foreman → supervisor foremen → supervisors forewoman → supervisor			cleaning men		
foreman → supervisor foremen → supervisors forewoman → supervisor	headmistresses → j	principals		→ cleaners	
foremen → supervisors forewoman → supervisor	foreman/fe	orewoman			
foremen → supervisors forewoman → supervisor	foreman → s	supervisor			
	forewoman → s	supervisor			

TABLE 6 – Gender-neutral alternatives for gender-marked job titles

A.1.2 Gender-neutral alternatives for unnecessary feminine forms

actress		us	here	ette	
actress	\rightarrow	actor	usherette	\rightarrow	usher
actresses	\rightarrow	actors	usherettes	\rightarrow	usher
her	roin	e	au	thoı	ess
heroine	\rightarrow	hero	authoress	\rightarrow	author
heroine	\rightarrow	heroes	authoresses	\rightarrow	authors
comedienne		nne	mailmaı	ı/ma	ailwoman
comedienne	\rightarrow	comedian	mailman	\rightarrow	mail carrier
comediennes	\rightarrow	comedians	mailwomen	\rightarrow	mail carriers
exe	cutr	ix	boss lady		
executrix	\rightarrow	executor	boss lady	\rightarrow	boss
executrices	\rightarrow	executors	boss ladies	\rightarrow	boss
executrixes	\rightarrow	executor			
poetess		W	aitro	ess	
poetess	\rightarrow	poet	waitress	\rightarrow	waiter
poetesses	\rightarrow	poets	waitresses	\rightarrow	waiters

TABLE 7 – Gender-neutral alternatives for unnecessary feminine forms

A.1.3 Gender-neutral alternatives for generic 'man'

	average man		layman
average man	→ average person	layman	→ layperson
average men	→ average people	laymen	→ laypeople
l	pest man for the job		freshman
best man for th	$\text{ne job} \rightarrow \text{best person for the job}$	freshman	→ first-year student
best men for th	$\text{ne job} \rightarrow \text{best people for the job}$	freshmen	→ first-year students
	mankind		man-made
mankind	→ humankind	man-made	→ human-made
workmanlike		n	nan and wife
workmanline	→ skillful	man and wif	$fe \rightarrow husband and wife$

TABLE 8 - Gender-neutral alternatives for generic 'man'

A.2 Overview Error Analysis

A.2.1 Error Classification Rewriter

As explained in the paper, errors are divided into Language Model (LM) errors, postag error (POS) and other errors (OTHER). Within these three error classes, we identified multiple subclasses of LM, POS and OTHER errors. An explanation of the labels used in our error analysis and paper can be found in Table 9. Table 10 provides example input and output sentences.

Error Label	Explanation
LM 's	Wrongly disambiguated the contrac-
	ted form 's as a verb form of 'to be'
	instead of 'to have'
LM space	Space added or removed by rewriter
LM correction	Error correction done by rewriter
(corr.)	(language tool) that is not related to
(Con.)	gender-neutral rewriting
LM subject-verb	Failure to make correct subject-verb
agreement (SVA)	agreement, usually due to long dis-
agreement (5 v/1)	tance dependencies.
POS	Wrong form of 'they' produced by
105	rewriter due to incorrect postag
POS (source)	Wrong form of 'they' produced
1 OS (Source)	by rewriter due to incorrect postag
	which is related to an ungrammati-
	cal/incorrect soure sentences
OTHER rule	Some forms such as 'hisn's' are not
OTTIER fule	
	standard language and does not covered by our rules. Similarly written
	forms such as 'hes' for 'he's' are not
Other ungrem	corrected by the rewriter Ungrammatical input sentence lea-
Other ungram.	
Other UNK	ding to an ungrammatical output
Other UNK	The Neural Rewriter outputs <unk></unk>
	for unknown characters (in our case "?", "!", "", and emojis/special cha-
	racters that did not appear in our Red-
	dit training data)

TABLE 9 – Error label explanation

A.3 Neural Rewriter

Our neural model is trained with the following options: transformer-iwslt-en-de architecture with 4 attention heads and encoder and decoder embedding dimensions equal to 512, encoder and decoder embedding dimensions for the FFN equal to 1024, Adam learning optimizer (Kingma and Ba, 2015) with a learning rate of 0.005 and inverse square-root schedule with 4 000 warmup steps, an early stopping based on the improvement on the validation set with patience 5, dropout of 0.3, joint byte-pair encoding (Sennrich et al., 2016) with 32 000 operations, token-based batches with maximum size of 4096. For ease of replicability we provide our complete preprocessing and training scripts in Appendix.

A.3.1 Training Hyperparameters

```
fairseq-preprocess --source-lang $SRC \
    --target-lang $TRG \
    --trainpref $ENGDIR/data/train.tc.bpe \
    --validpref $ENGDIR/data/dev.tc.bpe \
    --testpref $ENGDIR/data/test.tc.bpe \
    --destdir $ENGDIR/data/ready_to_train
fairseq-train $ENGDIR/data/train_data \
    --arch transformer_iwslt_de_en \
    --lr 0.0005 --optimizer adam \
    --adam-betas '(0.9, 0.98)' \
    --max-tokens 4096 \
    --dropout 0.3 \
```

Error Label	Example	\rightarrow	Output RBR
LM ('s)	He's worked hard	\rightarrow	They are worked
			hard.
LM (space)	aren 't	\rightarrow	aren't
LM (corr.)	Bit pricey	\rightarrow	A bit pricey
LM (SVA)	He works and	\rightarrow	They work and
	works		works
POS	He saw her run	\rightarrow	They saw their
	fast		run fast
POS (source)	looked at her	\rightarrow	looked at their
	weird (she 's		weird (they are
	close		close
Basic rule	She's hisn's	\rightarrow	.They are hisn's
Other	Where's herself.	\rightarrow	Where's them-
			selves.

TABLE 10 – Examples Error Labels

```
--update-freq=1 \
--lr-scheduler inverse_sqrt \
--warmup-init-lr 1e-07 --min-lr 1e-09 \
--warmup-updates 4000 \
--save-dir $ENGDIR/model \
--skip-invalid-size-inputs-valid-test \
--patience 5
```

With \$ENGDIR we indicate the path where the data folder and the model folder are located.