

gitt 2025



**3rd Workshop on Gender-Inclusive Translation Technologies
(GITT 2025)**

Proceedings of the Workshop

June 23, 2025
Geneva, Switzerland



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Message from the Organising Committee

This volume contains the proceedings of the Third International Workshop on Gender-Inclusive Translation Technologies (GITT-2025)¹, hosted by the 20th Machine Translation Summit (MT 2025)². GITT is set out to focus on gender-inclusive language in translation and cross-lingual scenarios. The workshop brings together researchers from diverse areas, including industry partners, MT practitioners and language professionals. Also, GITT aims to encourage multidisciplinary research that develops and interrogates both solutions and challenges for addressing bias and promoting gender inclusivity in MT and translation tools, including LLM applications for the translation task.

The workshop welcomed four types of contributions: research papers, research communications, extended abstracts and potluck communications. GITT-2025 received a total of 9 novel submissions (5 research papers, 2 extended abstracts, 2 potluck communications) and 1 research communication. Following the review process, all submissions received positive reviews, highlighting a continued quality of the submissions received (i.e. GITT-2023 resulted in an acceptance rate of 75%, GITT-2024 resulted in an acceptance rate of 100%). It is worth noting that the research communications did not undergo the review process as it had previously undergone peer-review for a journal. The 5 accepted papers have been assigned to oral presentations, while the accepted abstracts have been assigned to the poster session. The research communication and potluck communications, which are not included in the proceedings, are also to be presented during the poster session in order to promote dissemination of research aligned with the scope of the workshop.

The accepted papers cover a diverse range of topics related to the analysis, measurement, and mitigation of gender bias in (Machine) Translation, as well as to the investigation of inclusive language. We are glad to attest to the interdisciplinary perspectives and methods represented in GITT submissions. Notably, we observe three key trends emerging from this year’s submissions: (i) an increasing use of large language models (LLMs) for bias evaluation and mitigation, (ii) a growing focus on non-binary and gender-inclusive language practices across multiple languages beyond English, and (iii) the application of novel methods – particularly interpretability tools – to better understand and address gender bias.

In addition to the technical programme, we are honoured to have Cristina Anselmi (Video game localization & AI implementation expert) as our keynote speaker, presenting on “The Evolution of Inclusive Language in Localization with AI technologies: Challenges and Opportunities”.

We sincerely thank all the people and institutions that contributed to the success of the workshop: the authors of the submitted papers for their interest in the topic; the Programme Committee members for their valuable feedback and insightful comments; the MT Summit organizers for their support. Finally, we thank our sponsors, the Faculty of Arts and Philosophy at Ghent University and Tilburg University, for their generous contributions.

We hope you enjoy reading the papers and are looking forward to a fruitful and enriching workshop!

Janiča Hackenbuchner
Luisa Bentivogli
Joke Daems
Chiara Manna
Beatrice Savoldi
Eva Vanmassenhove

¹<https://sites.google.com/tilburguniversity.edu/gitt2025>

²<https://mtsummit2025.unige.ch/index.html>

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Keynote Talk

The Evolution of Inclusive Language in Localization with AI technologies: Challenges and Opportunities

Cristina Anselmi

Video game localization & AI implementation expert

Abstract: AI today is more and more present in our daily life and it's proven to be a great help also in the localization industry, not only to support the translation efforts by increasing productivity, but also to improve the output of machine translation and tweak it to reach the desired quality. But how do these new models behave when it comes to inclusive and non-binary language?

In this keynote we'll dive deeper into this topic, by first exploring the transformation of inclusive language in the localization industry in the past years, highlighting the shift towards gender-neutral and culturally sensitive expressions and then examining the role of AI in shaping inclusive content, addressing the challenges of bias in machine translation and natural language processing and analyze their presence in the new technologies.

We'll also tackle the topic of the complexities of non-binary language, showcasing strategies to navigate grammatical and societal barriers and how to shape AI to make sure the output is in line with specifics of this language.

After this analysis, we'll understand that only by fostering collaboration between linguists, AI developers, and communities, we can make sure to drive innovation that respects linguistic diversity while ensuring that AI-generated content remains inclusive and reflective of human identities.

Bio: Cristina Anselmi is a video game localization expert with 15 years of experience. She has covered many roles in the industry, starting by translating video games, to managing complete localization cycles of several AAA titles and managing teams of localization specialists. For the past 8 years she has specialized in AI implementation in localization workflows, building a team and a strategy from the ground up and successfully implementing machine translation in a big videogame corporation, with a special focus on adapting AI for inclusive and non-binary language.

She's also very active in the industry, sharing her knowledge and expertise at conferences and organizing workshops and events to connect people and talk about localization technologies. Her current focus is on helping others integrate AI technologies in the localization workflows, with clear and well structured plans, to make the most out of this technology without jeopardizing quality and keep sharing insights and knowledge in the industry.

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