

Radical Inclusiveness

4X CEO Cody Johnson calls to action inclusion in the workplace.



Would you ever choose to take the harder road in life? What if you realized that you would find your mission on that difficult path? Would you still choose that path? That is one thing that places Cody Johnson at the top of his game. Not only is Johnson CEO of SCS Technologies, but he is also heavily involved in philanthropic efforts to serve the special needs community and promote inclusivity, especially for that community. When others opt for simplicity or comfort, he sees the bigger picture and strives for what is best.

A Commitment to Inclusivity and Philanthropy

Starting as a standout Academic All-American football athlete at Stephen F. Austin State University, Johnson later went on to earn a law

degree from the University of Houston. Johnson recently earned a Certificate in Management Excellence from Harvard Business School Executive Education. As the first generation in his family to attend college, he passionately shared, “I have been blessed with the opportunity to live my best life, and I want to facilitate that for as many people as possible. The inclusiveness of having a chance to participate in society, a chance for advancement, to fulfill whatever your best life is, and giving others the opportunity to do that is my purpose.”

Growing up in a community that was desegregated later than the rest of the country, Johnson reflected, “I grew up thinking about and witnessing what inclusion versus exclusion looks like. We are going through difficult times as a society right now because we are transitioning from a society that 50 years ago really valued exclusivity to a society today and in the future that embraces inclusivity.”

Johnson is deeply immersed in advocating for the intellectually disabled community, one of the many groups that promote and work for inclusivity. His dedication to this cause stems from his wife, whom he met at Stephen F. Austin State University while she was earning a degree to become a special education teacher. Through her advocacy, she introduced him to the special needs community. Reflecting on his wife's impact on his life, Johnson shared, “I didn't have a philanthropic bone in my body until I met my wife. She gets all the credit. There's hope for everybody!” While Johnson and his soon-to-be wife were engaged, she told him, “‘Someone has to have these special needs children.’ I told God that if he wanted to send one of them to us, we would be good parents,” Johnson stated, “It was important to her, and I learned that from her.”

A few years later, they were pregnant with their first child, Noah. Their beautiful baby boy was born with

CHARGE Syndrome, a rare syndrome caused by a genetic disorder resulting in heart defects, blindness, deafness, and other developmental challenges. Noah, now 25 years old, has autism and is legally blind and deaf but participates fully in his family and community. Two years after Noah was born, his little sister Joan arrived. Johnson cherishes both of his children and considers them his best friends, along with his wife.

Johnson explained, “My experience as a first-generation college student at Stephen F. Austin State University, having a son born with both physical and intellectual disabilities, and taking that path together as a family is what got me involved with philanthropy.”

Special Olympics: A Platform for Empowerment

Johnson passionately engages with the special needs community, particularly in advocating for the underprivileged. Since 2020, Johnson has been voluntarily serving as an advisory board member for the Special Olympics East and West Regions and as Chairman of the Advisory Board for three of those years. Johnson said, “My constituents live in El Paso and in Beaumont; my regions cover two different time zones.”

Special Olympics is committed to empowering individuals facing physical and intellectual





challenges by enhancing health, instilling confidence, and inspiring a sense of competition. A unique benefit provided to athletes by Special Olympics is health insurance. They recognize the challenges faced by those with disabilities, who often struggle to secure full-time employment and health insurance. AJ Winters, Executive Director-East Region Special Olympics, shared, “We offer health screenings and referral carefree of cost through certified Healthy Athlete clinicians [and] generous doctors and professionals in the field that donate their time to our athletes at events.”

Last fall, Johnson hosted Special Olympics Texas’ 2nd Annual Gulf Coast Area Golf Tournament at the South Shore Harbour Country Club in League City on October 21st. This event was open to the public and provided a wonderful opportunity to serve those with special needs and meet the incredible staff who have played

a pivotal role in positively transforming the Johnson’s lives.

Another Special Olympics program highly lauded by Johnson is Unified Play, a remarkable initiative that brings together Special Olympics athletes with and without intellectual disabilities on the same team. This program serves a vital role in promoting social inclusion, combating bullying and discrimination, and dispelling misconceptions about individuals with intellectual disabilities.

“It’s all about inclusion. One of my favorite baseball caps reads, ‘Radically Inclusive’- That’s what the Special Olympics is really about. It’s being radically inclusive. Unified play is so important to both the disabled and nondisabled athletes. This really strikes home to me because I have seen it with my son. Using our Unified Play program and matching disabled and nondisabled pull people together, there’s no doubt that

disabled athletes [benefit], but I guarantee you that the nondisabled get more. They come away as more centered and more empathetic, more kind, and more in touch with what really matters,” Johnson said.

Those with disabilities have a positively indelible impact on others. Johnson and his family reside in the pedestrian-friendly museum district near Houston’s Hermann Park, where they regularly bike. When Noah fell ill and had to be hospitalized over Thanksgiving last year, the community eagerly lined up outside Noah’s hospital room in an overwhelming outpouring of support. People in the park and the Texas Medical Center, familiar with Noah’s “Noah” bike license plate, had grown accustomed to seeing him cycle around the community on his adult tricycle. They were quick to offer their well wishes upon learning of Noah’s hospitalization. Their heartfelt words revealed that witnessing Noah’s exuberance and the unwavering love of his family brought light and positivity into their own lives, offering them a fresh perspective on their daily challenges.

Johnson also serves as an advisory board member for the Rotary Lombardi Award, the proceeds of which benefit pediatric oncology research. Each year, Johnson graciously hosts football players and their families, bringing them to visit Texas Children’s Hospital and MD Anderson Children’s Cancer Hospital to bring joy to young patients. Johnson shares, “I look forward to that every year. It means a lot to us to help with the research, help fund, and to [help] patients have a day in their life where they get to be kids and football fans.”

He is also actively involved as a member of the STEM Advisory Board at Stephen F. Austin State University. Prior to this role, Johnson had the honor of being on the President’s Advisory Board from 2019 to 2021. As a board member, Johnson aims to train and educate more people in east Texas about energy and energy transformation. He passionately strives to give others the same opportunities and resources he received as a first-generation college student. Kimberly M Childs, Dean and Professor at Stephen F. Austin State University, shared, “Cody Johnson is one



“I ASSESS TRANSFORMATIONAL LEADERSHIP FOR MY JOB, BUT DURING CODY’S TENURE, I’VE BEEN ABLE TO SEE WHAT TRUE TRANSFORMATIONAL LEADERSHIP LOOKS LIKE FROM THE INSIDE.”

-JEN SUDDUTH, MANAGING PARTNER AND FOUNDER, SUDDUTH SEARCH

of the most dynamic, prolific businessmen/entrepreneurs I have ever met! As a member of the Dean’s Advisory Council, Cody is forward-thinking and visionary, having the unique ability to engage others in productive dialog, leading to new ideas and opportunities in support of all things STEM. As an SFA alum, he cares deeply about his alma mater and represents the SFA Lumberjack community in a powerful way. I am grateful for his insight and his friendship!”

While his impactful philanthropic endeavors

are extensive, they only scratch the surface of his significant contributions to the world. The four-time CEO- specializes in leading middle-market private equity-backed companies towards and through their second liquidity event. Currently, he serves as CEO of SCS Technologies, LLC. This company designs, builds, and services fugitive gas recovery, measurement, and custody transfer equipment for the world's largest energy companies.

Johnson's expertise is sought after by fellow CEOs, business owners, and professional organizations, who often invite him to speak at industry events. He passionately espouses the belief that "Your philanthropic activities are one of the most [accurate] barometers of your culture to all of your stakeholder groups, including your customers, employees, and shareholders."

"A company's efforts to serve the community profoundly impact the local area and the

company itself and the caliber of employees it attracts. Johnson stresses the importance of attracting the right employees, stating, "I firmly

believe that we have the access to employees at SCS Technologies that we would not have but for our philanthropic and community involvement. We have employees that have come to us from Fortune-100 companies, and they want to come work for SCS Technologies because what we're doing speaks to them, and they want a full sense of purpose."

"The whole point of culture is it should attract the right stakeholders and repel the wrong ones. It should attract communities, customers,

vendors, shareholders, employees, bankers...you name it. It's a lot easier to talk about attracting than repelling. As true leaders in society, we must not be afraid to repel stakeholders who are not a good fit. In the end, this saves everyone a lot of time, talent, and treasure."



"CODY IS A CHANGE MAKER; HE PRODS, PUSHES, AND STAYS ONE STEP AHEAD UNTIL THE CHANGE IS MADE, AND THE WHOLE TIME YOU ARE WORKING TOGETHER, HE'S MAKING YOU LAUGH AND TELLING YOU RIDICULOUS STORIES THAT YOU CAN'T BELIEVE ARE TRUE (BUT THEY ARE!). HE'S ALSO A VISIONARY, ALWAYS ONE STEP AHEAD, DETERMINING THE NEXT GOAL."

-Jen Sudduth, Managing Partner and Founder, Sudduth Search

and mission." In addition, SCS proudly stands as one of the pioneering 60 companies worldwide to pledge its commitment to 1t.org, a division of the World Economic Forum dedicated to advancing the UN Decade on Ecosystem Restoration. The ambitious mission of 1t.org is to plant 1 trillion trees by 2030, aiming to bolster biodiversity and safeguard our planet's future. Demonstrating its dedication, SCS has vowed to donate 1 million trees by the target year. Embracing every occasion, from holidays to employees' anniversaries, SCS seizes every chance to contribute to this noble cause.

Moreover, as part of its tree-planting endeavors, SCS supports urban reforestation efforts with an emphasis on social justice. In a recent initiative, SCS generously donated 1,100 trees to residents in Galena Park, situated east of Houston that has been materially affected by emissions from nearby petrochemical plants. The community

response was evident, with an impressive two-mile-long line of people forming at seven in the morning on distribution day to receive ten trees per vehicle. The community involvement was palpable evidence of the enthusiasm and appreciation the community felt for SCS's impactful contributions.

Urging leaders to be visible and vocal rather than leading anonymously, Johnson believes that leading from the shadows diminishes one's ability to attract and inspire others to follow. His message is clear: Let your light shine so that others will be drawn to you and what you stand for. Additionally, find your passion in service opportunities that make a difference in your community. Johnson partners with his team at home, work, and in the community to share his light with the world around him. Johnson's mindset is not driven by fear or uncertainty but by a firm belief in a bright and promising future.



BANKING YOU CAN COUNT ON

**MIDLAND | ODESSA | LUBBOCK | STANTON | DFW
CNBTX.BANK | (432) 262-1600**

MEMBER FDIC

