



Shenece Johns

Head of Inclusion & Diversity
JC Penney

Shenece Garner Johns is the Head of Inclusion and Diversity (I&D) for JC Penney (JCP) based in Plano, TX. She leads a team focused on building an inclusive and diverse strategy for the future for JCP Associates, Customers, and the Communities served. Her priorities include advancing diverse representation at all levels, accelerating I&D competencies across the organization, and integrating I&D throughout the business. Most importantly, she is focused on creating a culture of inclusion where all thrive, and through the unleashing the power of people, programs, and principles to bring I&D ambitions to life at JC Penney.

Prior to joining JCP, Shenece has over 20+ years of leadership experience and has worked in various industries such as banking, consulting, and medical devices in change management and transformation, organization design, and talent management roles. Shenece earned positions of increasing responsibilities at Lockheed Martin, Alcon, Deloitte Consulting and Accenture Consulting respectively.

Shenece earned a bachelor's degree in Business Management from Austin Peay State University and holds a master's degree in Human Resource Development from Vanderbilt University.

Shenece is active in her community. She is an active member of the DFW Mid-Cities Chapter of Jack and Jill of America, Inc. where she has held various leadership roles. She is also an active member of her sorority, Alpha Kappa Alpha Sorority, Inc. She is the proud wife of Terry Johns and mother of three (Maya, Zachary, and Sydni).